Agilent Environment and Social Responsibility Report

2005

We made great progress during 2005 in transforming Agilent from a diversified technology company into a focused measurement company. We see this strategic shift as an opportunity to build on the strengths that have made us the world's premier measurement company and to deliver optimal value to customers and shareholders.

We are building a more focused Agilent on a very solid foundation. Agilent's environmental and social responsibility objectives are one cornerstone of that foundation. This Environment and Social Responsibility report is one way we communicate our ongoing commitment to these objectives. In 2005, we continued to put this commitment into action. Some of the year's highlights included:

- We had active community programs in 15 countries and approximately 20 percent of our employees donated close to 30,000 hours to community service;
- Our Agilent After School hands-on science program reached 273,000 pre-university students and 14,000 teachers worldwide;
- We reduced our worldwide energy usage for the fifth year in a row. This year's reduction was more than 4 percent;
- We won recognition as one of the "Global 100 Most Sustainable Corporations in the World" during the World Economic Forum in Davos, Switzerland;
- We implemented a Supplier Environmental and Social Responsibility Code of Conduct to communicate our expectations to partners across our global supply chain; and
- Our products and services continued to help keep the world's food, water, and air clean and safe.

As we continue to work to strengthen our position as the world's premier measurement company, we will honor our obligations to society by being an economic, intellectual, and social asset to each nation and community in which we operate.

Bill Sullivan
President and Chief Executive Officer
March 2006

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Overview

This report describes Agilent Technologies' relationships with the environment and society. It presents our objectives, strategies, results, challenges and plans for improvement, and discusses our areas of special interest and progress. The report includes information on Agilent's 2005 environmental and social performance.

This is the sixth Environment and Social Responsibility Report that Agilent has produced. Our 2004 report was published in February 2005, and updated in April 2005. We have prepared this report using the 2002 Global Reporting Initiative (GRI) guidelines available at www.globalreporting.org.

If you have comments about this report or our environmental or social performance, please submit them via www.agilent.com/go/contactus.

Vision

Agilent works in close collaboration with engineers, scientists, and researchers around the globe to meet the communications, electronics, life sciences, and chemical analysis challenges of today and tomorrow. We are committed to providing innovative measurement solutions that enable our electronics and bio-analytical customers and partners - the leaders in *their* fields - to deliver the products and services that make a measurable difference in the lives of people everywhere.

Agilent's goal is to strengthen and build upon our position as the world's premier measurement company. To accomplish this we will deliver compelling products to our markets and will work to enhance customer preference and loyalty while maintaining tight operating and financial discipline.

This goal, together with Agilent's focus on the core company objectives and values, will help us achieve success with our customers, shareholders, employees and communities.

Our business requires the support of our great people, a clean and safe environment, sufficient natural resources and the support of the communities in which we work.

Objectives and Values

Our Objectives

Employee objectives

- Help employees share in Agilent's success, which they make possible
- Provide employment rewards based on results
- Create a high-performance, inclusive work environment that prizes diversity and recognizes individual contributions
- Maintain a work environment that is pleasant, flexible and injury free
- Instill a sense of satisfaction and accomplishment from our work
- Foster initiative and creativity by allowing individual freedom to attain well-defined objectives

Customer objectives

- Provide products and services of the highest quality and value
- Gain and hold respect and loyalty

Shareholder objectives

- Achieve sufficient profit to finance our growth and provide resources to achieve our objectives

- Let our growth be limited only by our profits and ability to develop and produce innovative products and services that satisfy real needs

Community objectives

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

Our Values

Innovation and contribution

- Invent and discover awesome technology that creates new fields of interest, new markets and new businesses
- Seek great ideas from anywhere and reward sharing, adopting and applying them to solutions everywhere

Trust, respect and teamwork

- Believe that people want to do a good job and will, if given proper tools and support
- Create an inclusive environment that fosters respect for individuals, their ideas and contributions
- Realize the full power of our diverse and global teams, working without boundaries to fulfill the expectations of our constituents

Uncompromising integrity

- Adhere to the highest standards of business ethics and acknowledge anything less as unacceptable
- Deal openly and honestly to earn the trust and loyalty of others

Focus

- Prioritize and simplify: decide what's really important and say "no" to the rest
- Set a few, high-impact customer-centered objectives and align the organization to reach them
- Focus on anticipating and satisfying customers' needs with a passion
- Focus our investments on the right opportunities for maximum growth impact

Speed

- Capitalize on change with an intense sense of urgency
- Move quickly and adapt as conditions warrant; be agile
- Act decisively, stamping out bureaucracy and the wasted energy that comes with it

Accountability

- Make straightforward commitments, then do what we say
- Manage by ambitious but realistic performance objectives, reward those who meet them and prize those who exceed them
- Address poor performance directly and specifically

Commitment

The objective of Agilent's citizenship efforts is to be an economic, intellectual and social asset to the communities where we do business throughout the world. Our citizenship role includes:

- Development of products and technologies that provide social and environmental benefit
- Active community involvement focused on science education, and health and human services
- Active involvement in public policy at local, state, regional and national levels of government
- Responsible environmental policies and programs
- Focus on workforce diversity and inclusion

Our philosophy is that we have responsibilities beyond shareholder profit; we are responsible to our employees, customers, vendors and communities. The communities where we are based should be enriched as a result of our presence and benefit from our contributions of time, expertise, technology and money.

We also believe that being an active and responsible corporate citizen helps us better identify, understand and act on opportunities and risks that could affect our operations, markets and, ultimately, our overall success as a global enterprise.

Company Profile

Agilent's profile is available on our external webpage at www.agilent.com/about.

Management

The policies, values, organization and management systems described in this section apply across our 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

Reporting Structure /Organization

The topics covered in this document report into different functions within the Agilent organization.

Environmental, Health and Safety

We manage environmental, health and safety issues using a structure that involves several departments:

- Agilent Customer and Quality and Workplace Services jointly provide leadership.
- Agilent Customer and Quality reports into Agilent's Chief Executive Officer.
- Workplace Services reports into Agilent's Chief Financial Officer.

Social

Social responsibilities and employee-related programs within Agilent are managed by a variety of functions:

- Human Resources is responsible for working conditions, terms of employment, and human rights throughout worldwide operations.
- Corporate Relations manages Agilent's policies and procedures in relation to the communities in which we operate.
- Agilent Human Resources reports into Agilent's Chief Executive Officer.
- Corporate Relations reports into Agilent's Chief Financial Officer.

Economic
Economic performance is monitored and analyzed by:

- Finance
- Corporate Financial Reporting
- Investor Relations

These functions report into Agilent's Chief Financial Officer. Their activities are guided by Agilent's Corporate Governance Standards, the Audit and Finance Committee Charter, the Compensation Committee Charter, the Executive Committee Charter and the Nominating/Corporate Governance Committee Charter.

Policies and Position Statements

Agilent has a wide range of policies, programs, and position statements that address environmental and social topics.

Environment and Sustainability Policy
This policy is to act in an environmentally responsible manner in regard to our operations, products and services. You can find out more at www.agilent.com/environment/epolicy.pdf.

Occupational Health and Safety Policy
This policy is to create the health and safety practices and work environments that enable our people to work injury and illness free. More information is available at www.agilent.com/environment/ohspolicy.pdf.

Product Safety and Regulations Policy
This policy seeks to provide products and services that meet legal requirements and are safe for their intended markets and applications. To find out more, visit www.agilent.com/environment/safepolicy.pdf.

Quality Policy
This policy is to earn customer loyalty by providing products and services of the highest quality and greatest value. You can find out more about our quality policy at www.agilent.com/quality/qpolicy.pdf.

Employee Diversity, Inclusion, Accessibility and Work-Life Balance
We apply a range of policies and practices to promote employee diversity, inclusion, accessibility and work-life balance, including:

- Education assistance program
- Employee assistance program
- Employee network group guidelines
- Harassment-free work environment
- Non-discrimination policy
- Accessibility and accommodations programs and guidelines

Employee Volunteerism Policy
Agilent employees may use up to four hours of company time per month, with manager approval, to work on company-supported education or community programs. You can find more about our employee volunteering on the Agilent Volunteers website at www.agilent.com/comm_relation/comty_actn_volntrs.shtml.

Privacy Policy
Agilent is committed to respecting and protecting the privacy of our customers and other stakeholders. Our policy is based on six privacy principles:

- Notice - providing notice of what data we collect and how it will be used
- Choice - offering choices as to how personal data will be used and with whom it can be shared
- Onward transfer - only transferring personal data to third parties that have agreed to abide by Agilent privacy standards
- Access and accuracy - giving individuals access to their data to ensure accuracy
- Security - keeping personal data secure
- Oversight and enforcement - Agilent participates in the Better Business Bureau OnLine Seal program and certifies annually under the United States Safe Harbor Program to ensure we meet the highest privacy standards

More information about our privacy policy is available on Agilent's Customer Privacy web-page at www.agilent.com/go/privacy.

Political Activities Policy
Agilent Technologies is active in the formation of public policies having an effect on the company, its employees or its operations; and we encourage communication between Agilent managers and public officials. While the company limits political activities on company time and premises, it encourages employees to be actively involved in civic affairs. Specific questions about our political activities policy can be submitted via www.agilent.com/go/contactus.

Position Statements

The following position statements are used to communicate Agilent's position on a range of environmental and social issues:

- Glycol ethers elimination position statement
- Ozone-depleting substances elimination position statement
- Reproductive health for chemical and radiation operations position statement
- Restricted chemicals position statement
- Section 508 Accessibility Standards position statement

Specific questions about any of these statements can be submitted via www.agilent.com/go/contactus.

Management System and Standards

Agilent's management system is central to our strategy for developing an environmentally sustainable business.

Environmental, Health and Safety Management System

Agilent's Environmental, Health and Safety Management System (EHSMS) is a company-wide system designed to provide a framework for our environmental, health and safety (EHS) programs and policies. The EHSMS is central to our strategy for developing an environmentally sustainable business. It forms our approach to managing potential environmental and occupational health and safety impacts from Agilent and covers our design, development, manufacturing, distribution, and sales and service operations worldwide. More information is available on Agilent's Environmental Management System webpage at www.agilent.com/environment/environment1.shtml.

ISO 14001

The sections of our EHSMS that address the environment meet the requirements of ISO 14001, an international standard for environmental management systems. Agilent achieved its first registration to BS 7750 (the precursor to ISO 14001) in 1995 at our South Queensferry, Scotland site, which was a participant in the pilot program. Building on those local efforts, we achieved ISO 14001 registration of our company-wide EHSMS in April 2001. This initial registration laid the groundwork for us to register our manufacturing sites under a single, company-wide certificate. Agilent is transitioning our certification to the updated ISO 14001:2004 standard and plans to have ISO 14001:2004 registration by May 2006. Agilent's EHSMS has been implemented at research and development facilities and other large non-production facilities. These sites are not included in our ISO 14001 registration. More information is available on the Agilent and ISO14001 webpage at www.agilent.com/environment/environment2.shtml.

OHSAS 18001

Our South Queensferry site in Scotland was the first Agilent site to achieve accreditation to the occupational health and safety management system standard, OHSAS 18001. The accreditation was achieved in October 1999. Although Agilent's EHSMS aligns with OHSAS 18001, we do not currently plan to register other sites to this standard.
Agilent's activities can have positive and negative impacts on the environment and on occupational health and safety. Each year, we review our activities to identify aspects of our operations and products that may have significant EHS impacts. This review contributes to the development of EHS-related objectives and targets.

Environmental, Health and Safety Impacts

Agilent's activities can have positive and negative impacts on the environment and on occupational health and safety. Each year, we review our activities to identify aspects of our operations and products that may have significant EHS impacts. This review contributes to the development of EHS-related objectives and targets.

When developing the objectives and targets, the significant aspects are considered alongside our policies, legal and other requirements, available technological options, our financial, operational and business requirements, and the views of interested parties.

Agilent's significant company-wide EHS aspects for fiscal year 2006 are:

- Chemical use, storage and handling
- Contractor activities
- Energy use
- Force, frequency and posture (ergonomics)
- Materials selection
- Materials use
- Packaging
- Solid waste generation

Agilent has controls in place to manage risks in these areas. There were no changes in our EHS significant aspects list from 2005 to 2006.

Product Responsibility

Agilent has a Product Safety and Regulations policy to provide products and services that meet legal requirements and are safe for their intended markets and applications. It is communicated to appropriate employees and is available to customers and other stakeholders. In 2005, we improved our reporting and management system for resolving Agilent product safety-related events. We have also enhanced our information collection and analysis to reduce such occurrences.

Product Quality

During the past year we implemented a new company-wide product quality sign-off procedure. Sign-off on quality issues must be achieved before a product is put on the market. Individuals on the product development team are identified as responsible for confirming the product's conformance to legal and Agilent-specific standards and for ensuring that environmental goals have been met. Agilent has begun providing training classes for employees responsible for the environmental-related portions of the sign-off.

Regulatory Compliance

During the fiscal year 2005, Agilent was not the subject of confirmed allegations of regulatory violations associated with our products.

Information

Ensuring that our products and services are safe before they come to market is just one part of our responsibilities to customers. We also make certain that customers have easy access to the information they want or need about our products and services.

Our Product Safety and Regulations policy, together with our Environment and Sustainability policy, guides us in making accurate conformity and environmental information about our products and services available to stakeholders.

Questions, comments, and information requests about Agilent product safety or regulatory compliance can be submitted via www.agilent.com/go/contactus.

Supplier Management

Agilent's relationships with suppliers are of strategic importance. We inform our suppliers, partners and contractors of our expectations, and encourage them to follow responsible management practices. Our Standards of Business Conduct clarifies the extension of our values to our suppliers. It 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 labor standards or environmental protection.

Supplier Environmental and Social Responsibility Code of Conduct

In the area of environmental and social responsibility (ESR), we adopted a specific Supplier ESR Code of Conduct in 2004. This document informs suppliers of Agilent's environmental and social responsibility expectations, and requires them to adopt sound EHS management practices. The code incorporates eight International Labour Organization (ILO) Conventions that have been identified as being fundamental to the rights of human beings at work.

The Agilent Technologies Supplier ESR Code of Conduct is available on Agilent's Environmental and Social Responsibility Expectations for Suppliers webpage www.agilent.com/environment/env_expectations.shtml.

Supplier Environmental and Social Responsibility Risk Evaluation

We implement a supplier ESR risk evaluation process to screen our direct material suppliers. This process can lead to in-depth evaluations, onsite surveys and corrective action requests.

Based on our in-depth evaluations, suppliers may be identified for EHS and Social Responsibility Site Surveys to obtain first-hand information. Following the surveys, we provide the suppliers with a summary of our findings and recommended corrective actions, if any. All suppliers requiring corrective action plans in fiscal year 2005 have responded. We are receiving positive feedback from the surveyed suppliers regarding this process.

Cooperation with Key Indirect Suppliers

Agilent's indirect suppliers provide non-production services like facility management and waste management that can pose potential EHS and social risks. We establish EHS requirements for suppliers in these areas through our contracts with them.

In 2002 we contracted with Johnson Controls, Inc. to manage our facilities operations worldwide. This approach centralizes accountability for the environmental and social performance of facility-related services and allows Agilent to focus on its core priorities. Johnson Controls, which is ISO 14001 and OHSAS 18001 compliant, shares our commitment to environmental and social responsibility excellence and diverse supplier subcontracting.

Engagement

We engage with our stakeholders in many ways. When appropriate, we consult and collaborate with them on issues of mutual importance. During business planning, Agilent considers external charters, principles and guidelines that have been developed through multi-stakeholder processes.

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 and other stakeholders on common concerns.

Stakeholder Engagement

Agilent's stakeholders include:

- Customers
- Employees
- Investors
- Suppliers
- Governments
- Communities
- Neighbors
- Non-governmental organizations

We engage with our stakeholders through consultations, surveys, ad hoc feedback and reviews. These include:

- The Agilent Customer Satisfaction program surveys customers at various touch points across our businesses and regions, and provides continual updates with quarterly management summary reports;
- We conduct an annual survey of employee attitudes toward the Agilent workplace, management and other issues, including the company's focus on corporate citizenship. The latest survey was conducted in September 2005. The results are discussed in the Employment section of this report;
- We have adopted a Supplier ESR Code of Conduct for our suppliers, and we work with suppliers to address environmental and social issues that are identified in their operations;
- We regularly meet and communicate with our investors and other members of the financial community. This includes one-on-one meetings, quarterly financial results conference calls, and our annual shareholder meeting; and
- We have ongoing relationships with regulators at local, regional and national levels regarding operational areas such as EHS.

These feedback mechanisms combine to provide Agilent with information to help improve our economic, environmental and social performance. For example, Agilent Customer and Quality reviews inquiries to help identify areas where we could further improve our environmental performance. Similarly, Corporate Relations uses the input it receives to help guide our community programs, such as volunteerism and grants.

External Charters and Principles

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, programs and principles that were considered by Agilent in developing our EHSMS, position statements, reporting structures and our Supplier ESR Code of Conduct are:

- ISO 14001:1996 and 2004 – international standard for environmental management systems
- OHSAS 18001:1999 – standard for occupational health and safety management systems
- Global Reporting Initiative – 2002 sustainability reporting guidelines
- 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
- Conventions of the International Labour Organization

Memberships of Organizations

Agilent is a member of numerous organizations that help us keep abreast of best practices, provide us with valuable feedback from peers and stakeholders, and enable us to be active on a range of citizenship-related issues.

Examples of these memberships include:

- American Electronics Association
- American National Standards Institute
- Center for Corporate Citizenship at Boston College
- EIA - Electronic Industries Alliance
- EICTA - European Electronics Industry Association
- European Policy Centre
- European Union Committee of the American Chamber of Commerce
- Industry Council for Small Business Development
- ITI - Information Technology Industry Council
- JEITA - Japan Electronics and Information Technology Industries Association
- NEMI - National Electronics Manufacturing Initiative
- NMSDC - National Minority Supplier Development Council
- PaloAltoGreen
- SIA - Semiconductor Industry Association
- Silicon Valley Leadership Group
- Silicon Valley Partnership / Alliance of Professionals with Disabilities
- Sustainable Silicon Valley
- Urban League Community Partner
- US-ASEAN Business Council
- US Council for International Business
- ZVEI - German Electrical and Electronic Manufacturers' Association

In addition, we frequently belong to business and trade associations in the communities where we operate.

Managing Risk

Risk management is a system that includes risk assessment and analysis, risk mitigation and risk financing. Agilent uses a largely decentralized approach to risk management. This acknowledges risk management expertise within many functions and the integration of risk management practice throughout Agilent. Agilent Global Risk Management promotes prudent risk management practice through direct engagement with the business and selected infrastructure organizations, and through the development of tools and processes to facilitate that practice globally. They are also the function responsible for developing and implementing risk financing strategies for the company's operational exposures.

Another key area of risk management focus is Business Continuity Planning. Business Continuity Planning is a business requirement at Agilent, endorsed by executive management and audited by Agilent Global Audit Services. Agilent Global Risk Management leads a Business Continuity Planning Risk Council responsible for setting business continuity management strategy and offers the Business Continuity Planning website with tools to assist Agilent businesses, global process owners, shared service providers and global functions in the development of Business Continuity Plans.

Agilent Global Risk Management also manages:

- Disaster recovery planning
- Contracts risk management
- Insurance claims processes
- Incident response
- Merger and acquisition due diligence
- Property protection engineering

Compliance

It is Agilent's policy to comply with applicable EHS legal requirements in the markets in which we operate. Despite our many safeguards, minor issues are sometimes identified in our operations during the course of regulatory inspections. In addition, where applicable, Agilent sites report their own violations if and when they occur.

During our fiscal year 2005, there were 25 alleged regulatory violations associated with EHS operations at our sites worldwide. We work cooperatively with government authorities to resolve these types of issues.

We monitor our violations in order to learn from them so that we can initiate new policies and programs that might prevent similar incidents in the future.

Fiscal year	Alleged EHS violations	Fines (US$)
2003	10	0
2004	23	500
2005	25	0

Fiscal year 2005	Asia Pacific	Europe	USA
Alleged EHS violations	4	0	21

For fiscal year 2005, all alleged violations were minor and no fines were issued. We take alleged violations very seriously. Corrective actions have been implemented in all cases.

Information for Investors

Agilent's corporate citizenship objective is to be an economic, intellectual and social asset to the nations and communities where we do business throughout the world. Agilent strives to operate our company in a responsible, ethical fashion, and communicate openly about our economic, environmental and social performance. This commitment helps us more effectively achieve our business goals and better identify, understand and act on issues, opportunities or risks that could affect our success as a global enterprise.

Our citizenship performance has resulted in Agilent's inclusion in socially responsible investment indices. For the fifth consecutive year, Agilent in 2005 was selected for the Dow Jones Sustainability World Index and the FTSE4Good Global and US Indices of socially responsible companies. Agilent also was included in several other socially responsible indices including Storebrand Investments and Calvert Social Index.

Governance

Our governance policies are discussed in detail on our Governance Policies website that is linked from the Investor Relations website at www.agilent.com/go/investor. Company Directors are guided by:

- Corporate governance standards, which include a definition of independence for outside Directors, and the requirement that a majority of the Board be composed of outside Directors
- Code of Ethics for Directors
- Standards of Business Conduct

Environmental Performance

Agilent has a range of policies, programs and objectives in place to help us monitor and manage our environmental impacts. We are working at a global level to reduce the impact of our operations, products and services on the environment, and at a local level to care for the areas that surround our sites. Agilent also is aware that efficient use of resources benefits our business, our stakeholders and the environment.

Environmental achievements during 2005 included:

- Reduced company-wide energy use by more than 4 percent;
- Established an infrastructure to monitor product materials content;
- Continued Design for the Environment training and delivered to Agilent's business group-level product stewards;
- Made significant progress toward tracking and eliminating lead and other hazardous materials from our component products and supply base;
- Implemented a Supplier ESR Code of Conduct to communicate our expectations to partners across our global supply chain; and
- Introduced new products designed specifically for environmental testing. Examples include the 7500c ORS ICP-MS for metals, 5975 MSD for brominated flame retardants, and Chromium Speciation Kit and Methodology G3268A.

Air Emissions

Agilent is committed to the reduction of emissions throughout our business. We have a range of policies, programs and objectives in place to help us monitor and improve in these areas.

Agilent's air emissions are associated with onsite generation and indirect sources. Some of Agilent's indirect impacts included:

- An estimated 2.39 million gigajoules of purchased electricity, natural gas and fuel oil consumption worldwide in 2005, which contributed a release of approximately 308 kilotons of carbon dioxide (CO_2);
- An estimated 238.6 million miles flown by Agilent business travelers worldwide in 2005, which contributed a release of approximately 53 kilotons of CO_2; and
- Approximately 23.6 million miles driven by Agilent employees in the United States, which contributed a release of an estimated 11 kilotons of CO_2 (our Asia Pacific and European fleet miles have not been quantified to date).

In total, Agilent's approximate quantified CO_2 emissions from purchased electricity, natural gas and fuel oil, and travel (where calculated) were 372 kilotons in 2005, compared to 378 kilotons in 2004.

Greenhouse Gas Emissions

Reducing, or even stabilizing, the concentration of CO_2 and other heat-trapping (greenhouse) gases in the atmosphere is a major technical challenge in the 21st century. Agilent's greenhouse gas (GHG) emissions are only a very small part of the issue, but we are committed to doing our share to reduce them. We have opportunities to contribute to solutions through the design of our products and actions in our operations and supply chain.

At present we track energy use (our largest source of GHG emissions), including how much fuel oil and natural gas we burn, in terms of kilowatt hours, joules and tons of CO_2 emissions. In 2005, significant improvement was made in tracking CO_2 emissions by using a third-party system to identify CO_2 emissions from energy sources at our USA sites. We are evaluating systems that will capture global information.

Ozone-Depleting Substances

Agilent has eliminated the use of chlorofluorocarbons (CFCs) in its manufacturing operations. We remain committed and are on track with eliminating Class I Ozone-Depleting Substances (ODS) in air conditioning systems, process chillers and environmental chambers by the end of 2006. In 2005, we continued to evaluate the impact of smaller sources that contain CFCs, such as climatic chambers used in product testing, and to eliminate or retro-fit these chambers when possible.

Biodiversity

Agilent is aware that large companies can impact the diversity of the environment. One of Agilent's most significant impacts on biodiversity is in the positive direction through employee volunteerism and philanthropy. In 2005, some 2000 Agilent volunteers from local sites throughout the world came together during Agilent Action Week to improve the environment in their communities. The effort, organized under the theme "Clear the Air, Clean the Water, Save Energy: Earth Day and every day", was held April 18-22 to coincide with the observance of Earth Day on April 22.

Agilent's commitment is further exhibited by a range of projects throughout the company. These included:

- An Agilent Laboratories' team collaborating with San Francisco State University, in California, USA, and Sun Microsystems on a research project intended to create a better understanding of an assortment of important environmental issues. The project, known as Networked Bay Environmental Assessment Monitoring Stations (NetBEAMS), is taking on the challenges involved with collecting data on a very large scale. NetBEAMS is an environmental monitoring system that gathers information from a network of sensors placed in different areas of the San Francisco Bay. The network transmits pertinent water quality and environmental data, including temperature, pressure and salinity, to measurement servers using cell phones. The data is then available on the Internet. NetBEAMS measurement research enables large-scale environmental monitoring of changing conditions that impact the quality of San Francisco Bay;
- Jointly with the Beijing Youth Science and Technology Cultural Exchange Service Center, a 2005 Environmental Protection Handbook was made available to the citizens of Beijing, China; and
- Agilent volunteers in Boeblingen, Germany participated in an initiative with the local Nature Conservation Association to protect numerous species of birds by building a pond near the Eutingen airport for migratory birds to rest and for native birds to breed. 148 different species of birds already have been identified in the area.

Energy

We reduced our worldwide energy usage at manufacturing and field sites for the fifth year in a row. In fiscal year 2005, our energy reduction was more than 4 percent, including 3 percent at our manufacturing sites (using fiscal year 2004 as a baseline).

We achieved these reductions by implementing energy use controls, such as temperature and lighting guidelines, and by sharing best practices of completed energy conservation projects among sites. During 2005, we provided additional focus on energy reduction by assigning an employee to dedicate 50 percent time in leading and coordinating company-wide energy conservation activities.

We track energy use across our operations on a kilowatt-hour per square-foot basis to assess operational differences. Our energy usage per square foot increased in fiscal year 2005 by 5.6 percent from fiscal year 2004. As we continue to consolidate space (square footage decreased from 11.3 to 10.4 million square feet in fiscal year 2005), we are better

utilizing square footage at existing operations resulting in increased energy usage per square foot. This increase is simultaneous with our decrease in the overall energy usage achieved by exiting less-utilized locations. The result is that we continue to reduce our total energy usage, but increase our usage per occupied space.

In 2005, we continued to support the objectives and targets we set in previous years by:

- Increasing our procurement of green energy;
- Continuing to participate in the USA Environmental Protection Agency Green Power partnership program;
- Monitoring and analyzing our consumption of energy. We have implemented a centralized web-accessible database that provides visibility to energy usage data at all major sites. Using this website, site-based employees validate data usage and monitor site energy usage trends; and
- Holding quarterly meetings with Agilent's utility team and third-party facilities maintenance contractor to discuss opportunities and projects to reduce energy consumption from operations.

As we move into fiscal year 2006, we have set a goal of 3 percent energy conservation at our manufacturing sites (using fiscal year 2005 as a baseline). We also are updating our internal energy policy to include continual improvement in the energy efficiency of our operations as measured by energy usage and cost.

Indirect Impacts and CO_2 Emissions

Agilent's most notable indirect impact on the environment is through its use of purchased electricity. In 2005, at Agilent manufacturing sites, we purchased approximately 1.77 million gigajoules of electricity for our operations worldwide. Using regional emission conversion factors for the production of electricity and adding our natural gas and fuel oil consumption, this equates to a release of approximately 308 kilotons of CO_2 to the atmosphere. This compares to 317 kilotons in 2004. The decline is due to both Agilent's energy management programs and our consolidation of facilities.

We have reduced CO_2 emissions associated with energy use through a variety of means including:

- Our Palo Alto, California, USA headquarters obtained 6 percent of its energy from solar and wind sources resulting in a reduction of over 181 metric tons of CO_2 emissions during 2004 and 2005;
- Our Santa Clara, California, USA site entered into a new agreement through its local utility provider to purchase 50 percent of a wind turbine equaling 1,608 megawatt hours of 100 percent renewable energy. This site also replaced old air conditioner chillers and pumps with new equipment that saved an estimated 775 megawatt hours per year;
- Our Colorado Springs, Colorado, USA site upgraded insulation and replaced air conditioner chillers. The project cut electrical consumption for cooling by approximately 50 percent;
- Agilent Enterprise Hosting Services reduced the number of servers used (and associated energy use) by installing lower-cost, better-performing and less resource-intensive equipment; and
- Agilent Information Technology changed the internal standard for large computer monitors (larger than 17-inch diagonal) from cathode-ray tube (CRT) to liquid-crystal display (LCD) technology, resulting in an estimated 50 percent energy savings versus previous monitors.

Recovering and reselling products generally requires only a fraction of the energy used to make a new product. We have developed innovative approaches; including rolling out a product recertification program, to offer our customers reliable used equipment and help to build the market for remanufactured and refurbished equipment.

During fiscal year 2006, Agilent plans to continue its commitment to saving energy and reducing the associated impact to the environment by:

- Maintaining its commitment to Green Power purchases;
- Consolidating office space;
- Installing solar panels, when feasible;
- Supporting an active campaign to engage employees in energy savings practices in both the home and office; and
- Partnering with our facility management company to aggressively reduce energy use at our facilities by implementing operational and capital improvement projects.

Materials

Making efficient use of our resources benefits our business, our stakeholders and the environment. Agilent has a range of strategies to monitor and control its resource use:

- We monitor new and emerging materials restrictions, regulations and requirements;
- We have established recycling, remarketing and refurbishment programs;
- We have implemented packaging alternatives that reduce environmental impacts, and we encourage our suppliers to minimize the impact of packaging materials;
- Each of our businesses has a product stewardship team that seeks ways to improve resource use in product design and manufacturing; and
- We have established an infrastructure to monitor product materials content.

To reduce and eliminate the use of restricted materials in our products, we need to understand the issues. Agilent has been working with the Electronics Industry Alliance (EIA) to establish a common approach for identifying and reporting hazardous materials across the electronics industry and supply chain. In 2005, we utilized Agilent's Restricted Materials (ARM) database to track use of restricted substances in our purchased materials. Our PLANet system, utilizing data from ARM, enables us to track and report restricted materials at the product level.

Reducing and Eliminating Hazardous Substances

Over the past several years, Agilent has engaged in a global effort to track, manage and, in many cases, eliminate hazardous substances from its products. Spurred by customer interest and global regulatory changes, the effort includes systematic cooperation across our value chain to remove hazardous substances used in our products.

Several factors are driving this change. In 2003, the European Union (EU) issued two directives affecting the electronics industry. The first, the Restriction of Hazardous Substances (RoHS) Directive, bans the use of heavy metals and two classes of brominated fire retardants in specific categories of electrical and electronic products. The second, the Waste Electrical and Electronic Equipment (WEEE) Directive, holds manufacturers responsible for ensuring that systems exist to collect and manage electrical and electronic products at the end of their useful lives through recycling and environmentally sound disposal.

Even though nearly all of Agilent's products are "out of scope" from the EU RoHS directive, we share our supply base with products that are in scope. Because of this, Agilent has worked across our value chain to define needs and solutions for reducing and eliminating hazardous substances wherever possible. Where technically feasible, Agilent has proactively eliminated hazardous and environmentally problematic substances from its products. For example, in the early 1990s, we focused on phasing out the use of

polybrominated diphenyl ethers (PBDEs), a class of toxic chemicals used as flame retardants found in thousands of consumer products.

Lead-Free Initiative

Lead is used widely in electronics for applications ranging from solder to finishes for printed circuit boards and components. In cooperation with the National Electronics Manufacturing Initiative, we have identified and are using acceptable lead-free component finishes that are suitable for high-reliability applications. We have made progress in eliminating lead from approximately 30 percent of our supply base. Our goal is to provide products that are reliable, long-life, and environmentally responsible.

Tracking and Reporting

Our direct materials suppliers are subject to our General Specification for the Environment (GSE), which spells out the substances that must be avoided entirely or restricted to particular uses. Given the complexity of our supply web, however, a major challenge has been establishing the tracking and reporting systems to enable us to document the use (or absence) of hazardous substances in our products.

We have helped lead an effort by the EIA to develop an industry guide and voluntary standard addressing hazardous substance reporting. This guide has helped establish a consistent system for reporting within our supply chain. Internally, we have developed the ARM database that tracks restricted substances in our purchased materials. We developed the complementary system, PLANet, which takes information about the substances present in parts and components and aggregates it to provide product-level information analogous to a nutrition label on food packaging.

Looking Ahead

Eliminating hazardous substances from our products will take time. Cooperation within our industry and across our value chain will enable the steps required to substitute more environmentally friendly materials while maintaining the quality and reliability our customers need. Establishing robust systems for tracking and reporting the use of hazardous substances will play an important role in supporting this cooperation and in pointing to opportunities for eco-design.

Products and Services

It is our policy to provide products and services that meet legal and regulatory requirements, including applicable environmental standards. In some instances, we exceed local standards and regulations due to customer expectations or our adherence to stricter global standards. We also provide our expertise in the development and updating of international standards that have significant importance to our industry and customers.

Environmental standards for products and services are part of our EHSMS. The EHSMS includes periodic audits of our product stewardship programs.

Over the last year, we:

- Introduced new products designed specifically for environmental testing. Examples include the 7500c ORS ICP-MS for metals, 5975 MSD for brominated flame retardants, and Chromium Speciation Kit and Methodology G3268A;
- Jointly with Metrohm, introduced a high-sensitivity analytical method that uses equipment from both companies to easily detect and differentiate chromium from toxic chromium. Measurement of chromium toxicity is required across a wide range of samples, including drinking water, food clinical specimens, electrical and electronic equipment, and waste. Regulatory agencies and laboratories now have a

powerful new tool to identify and quantify toxic chromium at lower levels to address potential health risks;
- Improved our system for tracking hazardous materials in our products by introducing a search tool to scan Agilent Bill of Materials for parts with hazardous substances; and
- Initiated an Eco-design team, which developed and began delivery of an awareness presentation on product development and the environment.

Our products and services are assessed across their lifecycles to minimize their negative environmental impacts. We work with suppliers and customers to promote the responsible disposal of products when they are no longer needed.

We also have continued our Purchase Alternatives initiative, which allows customers a range of alternatives for purchasing Agilent products. These include refurbished equipment options, our trade-in program, leasing and financing plans, and equipment rental. The initiative allows customers to effectively acquire, manage and recycle equipment. These programs help to reduce resource and energy usage associated with manufacturing new products. In 2005, we introduced a visual cue for our Agilent CertiPrime to reinforce our message that CertiPrime is the premium offering of used Agilent equipment in the marketplace. The three levels of the triangle represent the various levels of used-equipment quality available, with CertiPrime occupying the peak position and highest quality. More information on these programs is available at buyalternatives.tm.agilent.com.

Water

Although water use is not a significant aspect for Agilent, we are committed to water conservation and water management projects around the globe because they provide both environmental and cost savings benefits for Agilent and our stakeholders. Agilent's water use is primarily due to building operations, with few manufacturing sites having significant water use for production. Even so, Agilent has embarked on local water conservation programs at many of our sites. These programs typically include efforts to reduce water use through operational control changes, the use of reclaimed water and the inclusion of drought-tolerant plants in landscaping projects.

Water use for operations has declined over the past three years. Water use for operations in 2005 was 2,633,000 cubic meters compared to 2,856,000 in 2003 and 2,671,000 in 2004.

Agilent collects information on significant discharges to water across its worldwide operations. These are collated on a local basis and according to local requirements.

Waste

Agilent's waste management program is designed to responsibly manage the handling, storage and final disposal of chemical and solid waste, and to reduce the amount of chemical and solid waste generated by our manufacturing operations. Reduction of waste increases overall production efficiency thus reducing costs for Agilent. These savings can be passed onto customers.

We have been working on strengthening the relationships between Agilent functions that handle electronic waste. Our results have included:
- Bringing together a work team with representatives from the Global Waste Team, Product Stewardship, Product Regulations, Procurement and Legal to communicate and collaborate on key issues; and
- In the USA, moving our electronic waste program to a common vendor.

Additional achievements were made in Agilent's recycling program. In 2005, as a company, we diverted 73 percent of solid waste generated from landfill. Our Sonoma County, California, USA operation was recognized as one of the top five leading businesses in California for recycling and received a Waste Reduction Award Program (WRAP) Award from the California Integrated Waste Management Board. The Sonoma County sites diverted over 994 tons or 80 percent of solid waste generated from the local landfill.

In 2005, we began an aggressive effort to recycle and resell surplus and obsolete electronic equipment including computers, monitors, and manufacturing / test equipment. Information on this effort was described in the earlier Products and Services section. As a company we resold or donated 292 metric tons of electronic equipment that would have otherwise been disposed in landfill. We also donated surplus materials, including office equipment, to qualified local non-profit organizations. For example, the Agilent Santa Clara, California, USA site donated over 20 tons of computers and office equipment last year to Students Recycling Used Technology (STRUT). Agilent is proud of the success achieved thus far in its waste reduction and recycling efforts, and intends to continually improve upon our performance.

Agilent continues to monitor waste vendor performance and accountability through annual scorecards and meetings. The scorecard process gives our sites an opportunity to rate suppliers on various performance points with established targets for good, fair and poor performance. Once a scorecard is completed, we meet with a supplier to work on improving performance and to highlight areas of successes. This process allows us to reduce risks from suppliers operating at our sites in areas such as waste handling and emergency response.

Environmental Performance Data

Air Emissions

Air emissions reported to government (metric tons)

Calendar year	2003	2004	2005
Asia Pacific[1]	0	0	0
Europe[1]	0	0	0
USA[2]	36	42[3]	23[3]
TOTAL	36	42	23

Purchased electricity and natural gas and fuel oil consumption (metric kilotons CO_2)

Fiscal year	2003	2004[4,5]	2005[5]
Asia Pacific	na	80.3	81.1
Europe	na	22.3	22.3
USA	na	214.6	204.7
TOTAL	na	317.3[4]	308.1

Employee air travel (million miles)

Fiscal year	2003	2004	2005
Employee air travel	240.0	231.7	238.6

Employee air travel (kilotons CO_2)[6]

Fiscal year	2003	2004	2005
Employee air travel - CO_2	56	52	53

Employee fleet travel (USA only) (million miles)[7]

Fiscal year	2003	2004	2005
For business (driver-assigned)	18.7	15.7	19.2
For business (pool and group)[8]	na	na	0.6
For personal (driver-assigned)	6.5	3.6	3.8
TOTAL	25.2	19.2	23.6

Employee fleet travel (USA only) (kilotons CO_2)[9]

Fiscal year	2003	2004	2005
For business (driver-assigned)	8.2	7.4	9.1
For business (pool and group)[8]	na	na	0.29
For personal (driver-assigned)	2.9	1.7	1.8
TOTAL	11.1	9.1	11.2

Notes

[1] In 2003, 2004 and 2005 there were no significant emissions reported to government agencies from Agilent's sites in Asia Pacific or Europe.

[2] Air emissions reported to government vary in the USA due to several factors including clarification of the definition, changes in government reporting requests and increases in production.

[3] Includes data for an Agilent joint venture at the San Jose, California, USA site.

[4] The 2004 CO_2 emissions were re-calculated in 2005 using higher precision coefficients for USA sites (see footnote 5).

[5] Emissions calculations

Europe and Asia Pacific CO_2 emissions calculations:

Emissions from electricity use - The conversion factors used to calculate 2004 and 2005 Europe and Asia Pacific sites' CO_2 emissions from electricity were obtained by multiplying country-specific electricity usage by the country-specific 2003 emission coefficients provided by the World Business Council for Sustainable Development (WBCSD). The WBCSD coefficients are those posted as version 1.1 April 2006 on www.ghg.org.

Emissions from natural gas and fuel oil consumption use - The conversion factors used to calculate 2004 and 2005 Europe and Asia Pacific sites' CO_2 emissions from natural gas and fuel oil were obtained by multiplying country-specific electricity usage by the United Nations Environment Programme emissions coefficient of 0.0002020 tons CO_2/kilowatt hour.

USA emissions calculations:

The conversion factors used to calculate 2004 and 2005 USA sites' CO_2 emissions from electricity and natural gas were obtained from the USA Environmental Protection Agency Climate Leaders energy provider-specific coefficients. The emissions were calculated by multiplying the energy provider-specific coefficients by site-specific energy usage data from Agilent's utility bills.

[6] The conversion factor used in 2004 and 2005 to calculate this data is 0.140kg CO_2 per passenger kilometer. Our distance data is a mix of short- and long-haul airline trips, so the conversion factor used is an average of those recommended by the June 2003 GHG Protocol Initiative tools.

[7] These numbers are for Agilent's USA fleet vehicles only. They do not include mileage from asset vehicles, or Agilent's fleet vehicles outside the USA.

[8] This is new information added for 2005.

[9] The conversion factor used in 2004 and 2005 to calculate emissions is 0.4746kg CO_2/mile. This factor is based on the June 2003 GHG Protocol Initiative tools and is for large gas autos (19 mpg).

na Not available

Energy

Integrated data - energy per net revenue (1,000 gigajoules/100 million US$)

Fiscal year	2003	2004	2005
Total energy / net revenue	43	34	35
Total electricity / net revenue	31	25	26

Integrated data - CO_2 emissions per net revenue (kilograms/100 US$)

Fiscal year	2003	2004	2005
CO_2 emissions from energy / net revenue	5.48	4.29	4.44

Integrated data - energy per square foot (kilowatt hours/square foot)

Fiscal year	2003	2004	2005
Total energy / square foot	56.1	61.6	63.6

Energy Consumption Worldwide (1,000 gigajoules)

Fiscal year	2003	2004	2005
Total electricity consumption	1913	1802	1772
(percentage renewable*)	16%	15%	na
Total natural gas/fuel oil consumption	699	627[1]	619
TOTAL	2612	2429[1]	2392

Energy Consumption Regional Breakdown

Asia Pacific (1,000 gigajoules)

Fiscal year	2003	2004	2005
Total electricity consumption	556	569	556
(percentage renewable*)	13%	11%	na
Total natural gas/fuel oil consumption	25	24	17
Total energy consumption	582	594	573

Europe (1,000 gigajoules)

Fiscal year	2003	2004	2005
Total electricity consumption	189	142	145
(percentage renewable*)	2%	5%	na
Total natural gas/fuel oil consumption	57	54	46
Total energy consumption	246	196	191

USA (1,000 gigajoules)

Fiscal year	2003	2004	2005
Total electricity consumption	1167	1090	1072
(percentage renewable*)	19%	19%	na
Total natural gas/fuel oil consumption	617	529	556
Total energy consumption	1784	1619	1628

Discussion of integrated indicators

The 2005 energy and CO_2 to net revenue ratios are similar to 2004 ratios.

Although Agilent's total energy usage has declined over the last year, our total square footage has seen an even greater decline as we have consolidated operations. Therefore, this ratio has increased as we are using the remaining space more efficiently.

During fiscal year 2005, Agilent reduced energy use by 3 percent at manufacturing sites and 4 percent overall (using fiscal year 2004 as a baseline).

Notes

[1] This number represents an upward correction to the number posted in the 2004 ESR Report.

* Percentage renewable = renewable electricity/total electricity use

na Not available

1 kilowatt hour = 3.6 x 10-3 gigajoules

Materials

Product packaging used in Europe (metric tons)

Fiscal year	2003	2004	2005
Wood	na	57	98
Steel	na	0	0
Plastics	na	36	47
Paper/card	na	480	542
Glass	na	0	0
Composite	na	2	2
Aluminum	na	0	0
Other	na	0	0
TOTAL	na	575	690

Discussion

This data represents primary packaging for Agilent hardware, software, spare parts and accessories in countries where Agilent has direct reporting requirements for product packaging.

In 2005, data is included from Europe (Austria, Belgium, Denmark, Finland, France, Germany, Ireland, Italy, Netherlands, Spain, Sweden and the UK). The data is compiled using material-specific information from our packaging suppliers for high-volume hardware, and product-line averages for low-volume hardware, software spare parts and accessories. It does not include secondary transport packaging. Secondary transport packaging (e.g. pallets) is owned by transport companies and is not quantified by Agilent.

In the past, we reported worldwide packaging data. While studying the figures last year to determine the causes in data changes over time, we discovered that the worldwide data was incorrect. The cause of the error was related to the magnitude of the data and the limitations of our system for calculations. Due to this limitation and other resource constraints, we decided for the near-term to report only data we collect for regulatory reporting. 2004 Europe-only data is calculated and provided in this 2005 ESR Report.

In 2005, we developed new methods to improve our data accuracy and now include packaging for spare parts so that our data reflects total packaging controlled by Agilent. This continued business improvement resulted in an increase of approximately 20 percent on 2004 data that did not include spare parts.

Notes

na Not available

Products and Services

Purchase Alternatives Initiative

Fiscal year	2003	2004	2005
Refurbished products sold	6211	3427	3119
Growth/decline	na	-45%	-9%

Discussion

This data includes returned products received during our fiscal year. Sources are back-off lease, trade-in, customer returns, demonstration equipment, loans, etc. The Purchase Alternatives initiative is for Agilent's Electronic Measurement Group (EMG) business. The rate of sales declined in 2004 due to a decrease in the inventory of refurbished equipment available for sale.

Notes

na Not available

Water

Integrated Data - Water

Fiscal year	2003	2004	2005
Total water usage for operations/net revenue (1,000 cubic meters/100 million US$)[1]	47	37	38
Total water usage for operations/average number of employees (cubic meters/employee)[2]	88	93	95

Water Consumption Worldwide (1,000 cubic meters)

Fiscal year	2003	2004	2005
Total water use for operations	2856	2671	2633
Total water use for irrigation	197	221	114
Water recycled from operations	104	71[3]	99
Total water use	3053	2892	2746
(percentage recycled*)	4%	3%	4%

Water Consumption Regional Breakdown

Asia Pacific (1,000 cubic meters)

Fiscal year	2003	2004	2005
Total water use for operations	864	841	764
Total water use for irrigation	1	na	37
Water recycled from operations	21	na	na
Total water use	865	841	800
(percentage recycled*)	2%	na	na

Europe (1,000 cubic meters)

Fiscal year	2003	2004	2005
Total water use for operations	108	85	62
Total water use for irrigation	0	na	na
Water recycled from operations	0	na	na
Total water use	108	85	62
(percentage recycled*)	0%	na	na

USA (1,000 cubic meters)

Fiscal year	2003	2004	2005
Total water use for operations	1884	1745	1807
Total water use for irrigation	196	221	77
Water recycled from operations	83	71	99
Total water use	2080	1966	1884
(percentage recycled*)	4%	4%	5%

Notes

[1] Water usage generally correlates more directly with square footage and number of employees than with production.

[2] Average number of employees = (number of employees at the beginning of a fiscal year + number of employees at the end of the fiscal year)/2.

[3] Water recycled from operations went down approximately 30 percent from 2003 to 2004. This is due to a clarification of definitions of recycled water and acceptable measurement methods and thus a change in the Penang figure from 21 in 2003 to not available in 2004.

* Percentage recycled = water recycled from operations/total water use for operations

na Not available

Waste

Integrated data - waste per employees (metric tons/1000 employees, average)[1]

Calendar year	2003	2004	2005
Total waste/1000 employees	337	296	308
Total chemical waste/1000 employees	28	36	40
Total solid waste/1000 employees	309	261	268

Waste Data Worldwide (metric tons)

Calendar year	2003	2004	2005
Total waste produced[2]	10955	8441[5]	8580
Total waste landfilled	5148	1476[5]	1629
Total chemical waste[3]	906	1040	1115
Chemical waste treated	63	134[6]	127
Chemical waste incinerated	120	194[7]	111
Chemical waste landfilled	89	129	53
Chemical waste recycled	634	583	825
Total solid waste[4]	10049	7402[5]	7465
Solid waste incinerated	478	465	360
Solid waste landfilled	5059	1347[5]	1576
Solid waste recycled	4512	5590	5529

Waste Data Regional Breakdown

Asia Pacific (metric tons)

Calendar year	2003	2004	2005
Total waste produced[2]	4931	2078[5]	1990
Total waste landfilled	3680	49[5]	43
Total chemical waste[3]	149	236[8]	142
Chemical waste treated	23	54[8]	13
Chemical waste incinerated	68	144[8]	81
Chemical waste landfilled	18	1	16
Chemical waste recycled	39	37	33
Total solid waste[4]	4782	1842[5]	1848
Solid waste incinerated	236	264	291
Solid waste landfilled	3662	48[5]	27
Solid waste recycled	884	1530	1531

Europe (metric tons)

Calendar year	2003	2004	2005
Total waste produced[2]	1110	1473	842
Total waste landfilled	249	249	107
Total chemical waste[3]	21	23	27
Chemical waste treated	7	4	4
Chemical waste incinerated	2	1	5
Chemical waste landfilled	5	10	8
Chemical waste recycled	7	8	11
Total solid waste[4]	1089	1450	815
Solid waste incinerated	164	201	69
Solid waste landfilled	244	239	99
Solid waste recycled	681	1011	646

USA (metric tons)			
Calendar year	2003	2004	2005
Total waste produced[2]	4915	4890	5747
Total waste landfilled	1219	1178	1479
Total chemical waste[3]	737	781	946
Chemical waste treated	32	76	109
Chemical waste incinerated	50	49	26
Chemical waste landfilled	66	118	29
Chemical waste recycled	589	538	781
Total solid waste[4]	4178	4109	4801
Solid waste incinerated	78	0	0
Solid waste landfilled	1153	1060	1449
Solid waste recycled	2947	3050	3352

Discussion of integrated indicators

The average number of employees decreased in 2005.

Notes

[1] Average number of employees = (number of employees at the beginning of a fiscal year + number of employees at the end of a fiscal year)/2.

[2] Total waste produced is calculated by adding total chemical waste and total solid waste tonnage.

[3] Chemical waste refers to those 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. Excludes electronic waste. In 2004 we clarified the definition of chemical waste. This led to changes between 2003 and 2004 in the data reported at some sites.

[4] Solid waste refers to waste that is not included in chemical waste or excess electronic equipment e.g., garbage/trash, paper, cardboard, glass, furniture, construction debris, etc. Excludes landscaping and cafeteria waste. In 2004 we changed the definition of solid waste to exclude cafeteria waste. In addition, we clarified the other components of the definition. The new definition led to significant changes from 2003 to 2004 in data reported by some sites.

[5] The decrease in Agilent's total waste produced, total waste landfilled, total solid waste and solid waste landfilled is due to the change in definition of solid waste discussed in footnote 4. The change significantly lowered the numbers reported for our Penang, Malaysia site.

[6] The increase in chemical waste treated was due to a one-time event at Agilent Laboratories, Palo Alto, California and an increase in the figure reported from the Singapore sites due to the clarified definition of chemical waste discussed in footnote 3.

[7] The increase in chemical waste incinerated was primarily due to an increase in the figure reported at our Singapore sites based upon the clarified definition of chemical waste discussed in footnote 3.

[8] The increase in total chemical waste, chemical waste treated and chemical waste incinerated was due to an increase in the figure reported at our Singapore sites based upon the clarified definition of chemical waste discussed in footnote 3.

Social Performance

Agilent's social responsibility efforts strengthen our long-term competitiveness and improve the viability of our many communities. As we begin 2006, a much more focused, agile, and inventive company, we are excited by the opportunities to build on the foundation of our successes in 2005.

Social achievements during 2005 included:

- Provided charitable contributions totaling US$12.2 million to universities, pre-university science and math education programs, environmental programs, and health and human services worldwide, including US$10 million to the Agilent Technologies Foundation;
- Reached approximately 273,000 pre-university students and 14,000 teachers worldwide in Agilent's AfterSchool hands-on science program;
- Approximately 20 percent of Agilent employees worldwide donated close to 30,000 hours of volunteer community service;
- Had active community programs in 15 countries;
- Completed our annual employee survey with a 72 percent response rate. This year's results indicated a strong connection between Agilent employees and their immediate managers, including high scores in employees receiving recognition for good work, and managers being available when needed and supporting employees' efforts at work-life balance;
- Launched a quarterly Leadership Audit to measure and reinforce the critical leadership behaviors that drive employee engagement. Over the course of fiscal year 2005, there was an average seven-point improvement in the "favorable" scores. The audit has become a mechanism for maintaining focus on the quality of leadership throughout the company;
- Received recognition as a Best Place to Work in Mexico, France and Belgium, as well as numerous local community recognition awards;
- Implemented an enhanced reporting tool for accident investigation, allowing for tighter corrective and preventative action follow-up; and
- Agilent Singapore received a Gold award at the 2005 Singapore "Helping Employees Achieve Life-Time Health (HEALTH)" award ceremony. This award recognizes Agilent's exemplary workplace health promotion program.

Community Investment

Agilent's citizenship objective is to be an economic, intellectual and social asset to each nation and community where we do business. Agilent has been consciously and strongly committed to community involvement since becoming an independent company. This commitment has taken several forms.

Agilent Giving

During 2005, Agilent invested US$12.2 million in cash and equipment to education, health and human services, and environmental organizations worldwide, including US$10 million to the Agilent Technologies Foundation. The Agilent Technologies Foundation focuses on advancing pre-university science education around the world by making pre-selected, foundation-initiated grants in countries where Agilent is located. More information about the Agilent Technologies Foundation is available at www.agilent.com/contributions/foundation.shtml.

Employee Volunteerism

Our employees are actively encouraged to participate in their communities. With their manager's approval, employees can use one hour per week, or up to four hours per month, of paid time to volunteer for Agilent-sponsored or supported activities. This year, approximately 20% of Agilent's employee base donated close to 30,000 hours to community service.

Diversity and Opportunities

Global diversity and inclusion are critical components of Agilent's success. We strive to create an inclusive environment that respects and celebrates unique perspectives and life experiences. We want and welcome a diverse range of skills and viewpoints, and have implemented policies and strategies to ensure 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 a diversity of leaders.

In the United States, our Supplier Diversity Program is best-in-class and promotes diversity in the marketplace by increasing procurement and business opportunities for diverse businesses. Agilent shows its commitment to diversity and inclusion in the community by awarding grants and establishing partnerships that champion science, math, educational and leadership opportunities around the world.

Business Imperative

At Agilent, we recognize that:

- Our employees, customers, suppliers and strategic partners are increasingly global in nature and reflect a broad mix of cultures, across which we have to relate effectively;
- Diverse perspectives can help us achieve competitive advantage and become a leader in innovation, problem solving and creativity; and
- Attracting and retaining top talent is increasingly difficult, so there should be no barriers to the hiring, retention and promotion of the best, diverse talent.

Company-Wide Activities

Agilent and its employees participate in a number of activities, listings and award programs in 2005. These included:

- Marked the third annual Abilities Day by opening 14 Agilent facilities for high-school students with disabilities to visit and learn about the company, careers and Agilent's environment. Abilities Day is part of Agilent's Accessibility and Accommodation Program, which is one of the ways the company demonstrates its commitment to an inclusive environment for all employees;
- Donated US$178,000 in diversity-related grants to non-profit educational and community organizations, including US$82,000 through the Agilent Technologies Foundation;
- Strengthened partnerships with INROADS and Society of Women Engineers by establishing the role of INROADS Business Coordinator and sponsoring Society of Women Engineers Vitality Task Force;
- Held a "Celebrating Cultural Awareness" diversity fair. This event was sponsored by Agilent's employee network groups, included local community organizations, and featured opening remarks by Agilent's Chief Executive Officer; and
- Served as key sponsor or organizer of local activities in support of diverse communities. Some activities included:
  - 13th annual "Expanding Your Horizons" conference to foster awareness of career options for women in mathematics, engineering and science
  - Introduce a Young Girl to Engineering Day
  - Lesbian, Gay, Bisexual, and Transgender Pride Celebration and Parade (Colorado and California, US)
  - National Association for the Advancement of Colored People (NAACP) Back to School Drive
  - Out and Equal Workplace Summit Liaison Committee
  - Silicon Valley Partnership/Alliance of Professionals with Disabilities
  - Urban League Community Partner

Supplier Diversity Program
Diversity in the supply chain is a fundamental business strategy for Agilent. Through Supplier Diversity, Agilent responds to key customer requirements and creates opportunity for successful partnerships with diverse and small businesses. During 2005, Agilent's Supplier Diversity Program actively engaged in targeted industry outreach and development of diverse and small business partners.

Employment

On August 15, 2005, Agilent announced several key actions to position itself as the world's premier measurement company. The actions are discussed in Agilent's Investor Overview webpage at www.agilent.com/go/investor. With a focus on measurement, Agilent is now actively pursuing growth opportunities in our areas of expertise and key end markets: communications; electronics; life sciences and analytical instruments. Actions announced included:

- Selling the Semiconductor Products Group (Completed on December 1, 2005)
- Plans to spin off our System-on-a-Chip and Memory Test businesses in 2006
- Selling our stake in the Lumileds joint venture to Royal Dutch Philips Electronics (Completed on November 28, 2005)
- Restructuring of Agilent's Global Infrastructure Organization to reflect lower revenue base and exclusive measurement focus, which includes reducing headcount by approximately 1,300

These actions will bring Agilent's headcount to 18,500 by mid-2006.

In the midst of this change, we aim to:

- Provide employees with a working environment they find challenging and enjoyable;
- Ensure outstanding leaders at every level;
- Encourage open communication and feedback with management; and
- Invest in employee development.

Employee Survey
More than 16,000 employees gave opinions on their experience at Agilent in the 2005 annual employee survey. The results have been distributed to executive and country managers who are developing action plans on issues of concern, such as leadership and employee development. The survey is part of Agilent's program of continuous improvement in employee satisfaction.

Work–Life Balance
Flexibility and work-life balance are actively promoted within the company. Initiatives include:

- Flexible work arrangements - part-time work, telecommuting, job shares and variable work schedules
- Flexibility practices - employees can use our time-off programs to take paid time off for a variety of reasons, such as rest, vacation, personal business or illness
- Reinventing work - this program provides a framework for managers and employees to address job demands and work-pressure issues
- Dependant care resources and referrals - employees who have dependant care responsibilities can turn to a variety of services
- Working parent networks - Agilent supports a variety of working parent networks that share resources, tools and other services

Wages and Benefits
Our compensation packages include competitive pay, opportunities for bonuses and a number of non-financial benefits ranging from medical care to length-of-service awards. We also offer a performance-based Results Bonus Program and an employee stock purchase program (where local legislation allows).

Agilent's executive compensation packages are composed of pay, stock and benefits. Each year, the Compensation Committee assesses individual performance and surveys executive compensation practices among Agilent's peers before making its recommendations on compensation.

Individual performance of executives is measured against the following factors, which may vary as required by business conditions:

- Long-term strategic goals
- Short-term business goals
- Revenue and profit goals
- Customer satisfaction
- New business creation
- Total stockholder return
- Development of employees
- Fostering of teamwork and other Agilent values

You can read more about our executive compensation policies and practices in our Proxy Statement.

Training and Education
Training and development opportunities are offered to employees throughout the company. We have a range of programs, workshops and on-the-job learning to help our employees develop their technical and professional capabilities and encourage them toward even greater achievements in the future. In 2005, a renewed emphasis was put on the partnership between managers and their employees to insure a shared understanding of expected results, ongoing conversations to review progress against goals, and an opportunity to provide feedback and coaching. Development for both managers and employees was provided to strengthen this foundational relationship.

During 2005, our employee surveys indicated a seven-point improvement in employees responding that their managers provided enough coaching and guidance, and an eight-point improvement in employees indicating that they had an opportunity to enhance their skills during the previous year.

There was a significant shift in the percentage of training offered in a self-paced format as we wanted learning to occur anywhere, anytime for our globally distributed workforce. In 2004, only 30 percent of training was delivered in a self-paced format; however, in 2005, that number shifted to 73 percent. One of the key offerings provided worldwide was our newly-introduced Six Sigma training.

Workforce management program
Agilent announced a strategic restructuring of the company on August 15, 2005. As a result, approximately 1,300 infrastructure positions will no longer be required. We have tried to minimize disruption to jobs created by workforce management and to institute practices that treat our employees, those leaving the company as well as those remaining, with respect and dignity.

Employees represented by independent trade unions
No Agilent employees are represented by independent trade unions in negotiations with Agilent.

Health and Safety

Agilent's Occupational Health and Safety policy is to create the health and safety practices and work environments that enable our people to work injury- and illness-free. Managers and employees are expected to support the implementation of these practices.

Health and safety goals
During our fiscal year 2005, we implemented an enhanced reporting tool for accident investigation, allowing for tighter corrective and preventative action follow-up, and deployed global on-line injury and illness reporting.

Our health and safety goals for the fiscal year 2006 are to:

- Deploy a global ergonomic evaluation and training system
- Conduct crisis management training at the regional level within our geographic organizations
- Develop a global pandemic preparedness plan

Along with our company-wide programs, Agilent manufacturing sites have local safety committees, with membership drawn from the employee teams that they represent. The committees are charged with resolving safety issues, increasing awareness of safety implications among employees, and improving the overall site safety performance.

We also have an EHS training program that enables our employees to stay informed regarding current issues for maintaining a safe work environment.

Human Rights

Strong ethics have always been an important part of the Agilent way of doing business and human rights are certainly no exception. It is Agilent's policy to maintain a work environment that is free from harassment, and to insist that employees be treated with dignity and respect. Agilent's Standards of Business Conduct provides requirements as to whom we do business with and how that business is conducted. Agilent employees may not establish or maintain a business relationship with a supplier if they believe that its practices violate local laws or basic international principles relating to labor standards.

In 2004, we introduced the Agilent Supplier ESR Code of Conduct, which incorporates eight ILO Conventions that have been identified as fundamental to the rights of human beings at work. These include not using child, forced or compulsory labor; freedom of association; and non-discrimination. It also asks Agilent's suppliers to encourage adherence to similar principles from their own suppliers.

HIV and AIDS-related non-discrimination policies
It is Agilent's policy to maintain a work environment that is free from harassment, and to insist that employees be treated with dignity, respect and courtesy.

Social Performance Data

Community investment

The following tables illustrate Agilent's commitment to investing in our communities.

Community Investment

Community investment (million US$)

Fiscal year	2004	2005
Education	3.2	1.7
Environment	0.3	0.2
Health and Human Services	1.6	0.3
Other	0.1	10.0
Total	5.2	12.2

Note

In 2005, "Other" includes Agilent Technologies' grant of $10M to the Agilent Technologies Foundation. The Agilent Technologies Foundation focuses on advancing pre-university science education around the world by making pre-selected, foundation-initiated grants in countries where Agilent is located.

Diversity and Opportunities

Diversity and opportunities

Gender

(%)Worldwide	2003 male/female	2004male/female	2005male/female
All employees	59.6 / 40.4	59.7 / 40.3	59.8 / 40.2
Executives & Sr. management	77.7 / 22.3	78.8 / 21.2	78.9 / 21.1

Ethnicity of executives and senior management (USA only) (%)

Fiscal year	2003	2004	2005
Caucasian	84.5%	86.9%	87.3%
Asian/Pacific Islander	9.5%	8.8%	8.0%
Hispanic/Latin	3.7%	2.8%	3.4%
African-American	2.1%	1.2%	1.0%
Native American/Alaskan	0.3%	0.3%	0.3%

Note

Data is as of end of each fiscal year (end of October)

Health and Safety

Health and safety

Overall

Fiscal year	2003	2004	2005
Total recordable cases	280	175	171
Global lost work-day case rate	0.16	0.12	0.15
Global injury/illness rate	0.9	0.6	0.6

Recordable cases

Fiscal year	2003	2004	2005
Ergonomic	68%	57%	65%
Contusions	14%	17%	11%
Slips, trips, falls	9%	11%	9%
Other	7%	10%	12%
Chemical contact	2%	5%	1%
Abrasions	0%	1%	2%
Total recordable cases	280	175	171

Cause of Lost Workdays

Cause of lost workday	2003		2004		2005	
Fiscal year	**# cases**	**% of total**	**# cases**	**% of total**	**# cases**	**% of total**
Ergonomic	24	46%	11	31%	28	65%
Slip or fall	10	19%	8	22%	2	5%
Struck by/against	9	17%	8	22%	6	14%
Chemical contact	1	2%	2	6%	1	2%
Abrasions	1	2%	0	0%	0	0%
Motor vehicle accident	6	12%	2	6%	1	2%
Caught in	0	0%	0	0%	2	5%
Electrical	0	0%	0	0%	1	2%
Accident (not classified)	1	2%	5	14%	2	5%
Totals	52		36		43	

Notes

Data is for Agilent worldwide.

The past year has seen our global recordable injury/illness rate remain the same as fiscal year 2004. We also saw an increase in the lost workday case rate. The lost workday case rate was 0.12 in fiscal year 2004 and 0.15 in fiscal year 2005.

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 (normalized annual hours worked by 100 full time employees) then divided by the hours worked for the same time period in which the injuries occurred. For example, if you had two injuries in a quarter and 50,000 hours worked, then the calculation would be:

2 x 200,000/50,000 = 8.0 injury/illness rate.

Recordable injury/illness case

Occupational injury/illness involving medical treatment beyond first aid, diagnosed occupational illness or workdays lost beyond date of injury.

Lost workday case rate

The lost workday case rate is based on the number of occupational lost workday injury/illness cases multiplied by 200,000 then divided by the hours worked for the same time period in which the injuries occurred. For example, if you had one lost workday injury/illness case in a quarter and 50,000 hours worked, then the calculation would be:

1 x 200,000/50,000 = 4.0 lost workday case rate.

Lost workday case

Recordable cases involving lost workdays beyond date of injury (more serious injury/illness).

The About our Data section in Appendix I provides more information on data collection.

Financial Performance

Agilent's financial performance and data are available on our Investor Overview webpage at www.agilent.com/go/investor.

Appendix I
About our data

This report is based on a combination of quantitative and qualitative data relating to our environmental and social performance during the calendar year 2005. Some of the data is reported for our fiscal year 2005 (November 1, 2004 to October 31, 2005) and is clearly marked as such. The data is recorded on a company-wide basis unless otherwise indicated. The data does not include Agilent's suppliers.

We continue to evaluate and leverage opportunities to improve our data collection. We collate and evaluate our environmental data in an online data tool that assists in the collection and review processes. Most of the quantitative data in this report has been summarized into three regions: Americas; Europe; and Asia Pacific. The health and safety data represents Agilent's worldwide operations (including manufacturing and field sites). The environmental data covers the following locations (including manufacturing sites and Agilent Laboratories):

Americas:
USA
Colorado Springs, Colorado
Folsom, California
Fort Collins, Colorado
Loveland, Colorado
Newport, Delaware
Palo Alto (Agilent Laboratories), California
San Jose, California
Santa Clara, California
Santa Rosa, California
Wilmington (Little Falls), Delaware

Europe:
Germany
Boeblingen
Waldbronn
UK
South Queensferry

Asia Pacific:
China
Shanghai
Japan
Hachioji
Malaysia
Penang
Singapore
Depot Road
Yishun
Senoko

During 2005, as part of Agilent's ongoing strategy to improve operations, we consolidated activities to fully utilize space. As a result, we closed the Rohnert Park, California manufacturing site. We are not reporting data for this location in 2005.

When reviewing the data tables it should be noted that data might not sum exactly to the totals provided. This is generally due to rounding.

The revenue-based indicators presented in this report have been calculated including the revenue generated by Agilent's Semiconductor Products Group. This organization was sold on December 1, 2005, and is no longer a part of Agilent.

Some 2003 and 2004 environmental data presented here may vary from that reported in our 2003 and 2004 Environment and Social Responsibility Reports. These changes are primarily minor changes due to improved calculations (e.g., rounding techniques in our new data management tool.) Significant changes are noted in data tables where applicable.

Disclosure

Agilent employs applicable legal standards for disclosure of financial and non-financial information including environmental and social data and commentary. A wide range of information about the organization is publicly available at www.agilent.com, in the Annual Report, our Form 10-K and the Proxy Statement.

Agilent has reported annually on environmental and social performance against the Global Reporting Initiative (GRI) for the past five years. The information disclosed in these reports often exceeds global and local requirements.

There are instances where Agilent does not disclose company information. This is due to restrictions such as financial reporting rules applied by the United States Securities and Exchange Commission (SEC), privacy rights, litigation, emissions reporting or other restrictions.

Agilent's financial performance is available on our Investor Overview webpage at www.agilent.com/go/investor.

If you would like information regarding Agilent and are unable to locate it in the sources noted above, please visit www.agilent.com/go/contactus.

Contact Us

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As a stakeholder, your input is valuable. If you have comments or questions about our Environment and Social Responsibility Report, please submit them via www.agilent.com/go/contactus or call (+1) 650 752-5000

Appendix II
Glossary

Agilent AfterSchool A hands-on science program targeted at children from the ages of 9 to13 years and supported by Agilent employee volunteers.
ARM Agilent's Restricted Materials.
ASEAN Association of Southeast Asian Nations.
Aspect, significant aspect (EHS) An environmental or occupational health and safety aspect is an element of an organization's activities, products or services that can interact with the environment or has an impact on the health and safety of the organization's employees. A significant environmental, health and safety aspect is one that has or can have a significant environmental, health and safety impact.
CFCs Chlorofluorocarbons. Gaseous compounds used in refrigerants and aerosols, which are harmful to the ozone layer.
Class I Ozone-Depleting Substances For a complete list of chemicals, refer to the Agilent General Specification for the Environment at http://www.agilent.com/environment/GSE.pdf. Typical industry uses are as a coolant, propellant, or refrigerant.
CO_2 Carbon dioxide. A gaseous by-product of energy generation and energy use that is known to contribute to global warming.
CRT Cathode-ray tube.
EHS Environmental, health and safety.
EHSMS Environmental, Health and Safety Management System.
EIA Electronics Industry Alliance.
EMG Electronic Measurement Group, an Agilent business.
ESR Environmental and Social Responsibility.
EU European Union.
FTSE4Good Financial Times Stock Exchange Socially Responsible Index.
Fiscal year For Agilent, this is November 1 to October 31.
Gigajoule 1 gigajoule = 277.78 kilowatt hour.
GHG Greenhouse gas. For the purpose of this report, GHGs are the six gases listed in the Kyoto Protocol: carbon dioxide (CO_2); methane (CH4); nitrous oxide (N2O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF6).
GSE Agilent General Specification for the Environment. Agilent's general requirements for restricting or prohibiting certain substances in products manufactured for or delivered to Agilent.
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.
ILO International Labour Organization. For more information go to www.ilo.org.
Impact (environmental) A change to the environment, whether adverse or beneficial, wholly or partially resulting from an organization's activities, products or services.
Injury/Illness Rate The calculation for the injury/illness rate is based on the number of recordable occupational injury/illness cases multiplied by 200,000 then divided by the hours worked for the same time period in which the injuries occurred. For example, if you had two injuries in a quarter and 50,000 hours worked, then the calculation would be: 2 x 200,000/50,000 = 8.0 injury/illness rate.
ISO 14001 An international standard issued by the International Organization for Standardization (ISO) relating to environmental management systems.
Kiloton 1 kiloton = 1,000 metric tons. 1 kiloton = 1,000,000 kilograms.
LCD Liquid-crystal display.
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 x 200,000/50,000 = 4.0 lost workday case rate.
LSCA Life Sciences and Chemical Analysis Group, an Agilent business.
Megawatt hour 1 megawatt hour = 1,000 kilowatt hours.
NAACP National Association for the Advancement of Colored People.
NetBEAMS Networked Bay Environmental Assessment Monitoring Stations.
OHSAS 18001 International occupational health and safety management system specification.
ODS Ozone-depleting substances.
PBDEs Polybrominated diphenyl ethers.
PLANet Agilent's databases for storage and reporting of hazardous materials content and packaging of our products.
Recordable injury/illnesss 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 Directive.
SEC United States Securities and Exchange Commission.
STRUT Students Recycling Used Technology.
UK United Kingdom.
USA United States of America.
US$ US dollars, the currency of the United States.
WEEE Waste Electrical and Electronic Equipment Directive.
WRAP Award Waste Reduction Award Program Award.

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