



SOCIAL RESPONSIBILITY BEYOND MEASUREMENT

2011 CORPORATE CITIZENSHIP REPORT



Agilent Technologies

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A LEADER IN CORPORATE CITIZENSHIP

Outstanding corporate citizenship has three main components, and all are important priorities for Agilent. The first element is corporate governance—the practices that bring to life the highest standards of integrity and transparency. Our uncompromising integrity is core in all our dealings with customers and suppliers.

The second element of corporate citizenship is the role we play as an employer and community member. Our corporate citizenship efforts strengthen Agilent’s long-term competitiveness and help improve the viability of our many communities, and we will continue to make these efforts a priority. The third component is a dedicated focus on sustainability—in our products and operations. As a result, Agilent strives to honor our obligations to society by being an economic, intellectual, social and sustainable leader in each nation and community in which we operate.

EMPLOYEE PHOTOGRAPHY

The photos in the collage represent employee submissions to the Agilent Eye Photo Contest. Agilent’s diversity and the innovation of its employees are key business strengths, and the competition provides all employees with the opportunity to showcase these strengths and share their different perspectives and creativity with the entire Agilent community.

UNCOMPROMISING INTEGRITY



**A MESSAGE FROM BILL SULLIVAN,
PRESIDENT AND CEO,
AGILENT TECHNOLOGIES**

On behalf of Agilent Technologies and its 18,700 employees around the world, I am pleased to present our 2011 Corporate Citizenship Report. This report demonstrates our commitment to the highest ethical standards in social and environmental responsibility.

Agilent adheres to both GRI and ISO 26000 reporting standards. This enables us to highlight clearly our commitment to sustainable development, as well as our compliance with environmental, workplace and other regulatory schemes. GRI reporting also serves as a benchmark to compare Agilent against its peer groups, sectors, industries and competitors.

But beyond compliance, we proudly recognize corporate citizenship as an integral part of our long, 70-plus-year heritage as an industry leader.

Agilent's products are designed based on a framework of sustainable environmental compliance. Likewise, we expect our suppliers

to adhere to environmental and social responsibility principles that are similar to our own.

Agilent values and treats its global workforce with respect and dignity, as evidenced in our labor reporting data. In turn, employee engagement and volunteerism contribute to stronger community relations in countries where we operate.

Agilent and the Agilent Technologies Foundation also provide university research grants and pre-university science education grants. In 2011, we invested more than \$9 million in philanthropic cash and equipment.

As the world's premier measurement company, Agilent takes pride in its ability to support our customers, employees and investors in making our world a better, healthier and more sustainable place to live.

A handwritten signature in black ink that reads "Bill Sullivan". The signature is fluid and cursive, written over a white background.

VALUES

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

Innovation and Contribution

Provide quality and originality in our products, systems and solutions.

Trust, Respect and Teamwork

Foster an inclusive environment that demonstrates respect for individuals, their ideas and contributions.

Uncompromising Integrity

Adhere to the highest standards of business ethics; act with uncompromising integrity in all relationships with customers, suppliers and employees.

Speed

Respond decisively and rapidly to customer and business needs.

Focus

Anticipate and satisfy customers with detailed attention to their needs.

Accountability

Make honest and consistent commitments and deliver as promised.

POLICIES

Environmental Policy

Agilent is committed to acting in an environmentally responsible manner. Learn more about our Environmental Policy at [Agilent's Environmental Policy](#).

Occupational Health and Safety Policy

Agilent is committed to health and safety practices and work environments that enable our people to work injury and illness free. Learn more about our OHS Policy at [Agilent OHS Policy](#).

Human Rights and Labor Policy

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

Employee Volunteerism Policy

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

Employee Diversity, Inclusion, Accessibility and Work/Life Balance

Agilent applies a range of policies, programs and practices to promote diversity, inclusion, accessibility and work/life balance, including:

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

Learn more at [Employee Diversity and Inclusion](#).

Quality Policy

Agilent earns customer loyalty by providing products and services of the highest quality and greatest value. Learn more at [Agilent Quality Policy](#).

Privacy Principles

Agilent is committed to respecting and protecting the privacy and personal information of customers, employees and partners. Learn more at [Agilent Privacy Statement](#).

Political Activities

Agilent contributes to dialogue and decision making on public policies affecting the company, our employees or operations. In 2011, Agilent provided no financial or in-kind contributions to political parties.

SUSTAINABILITY STRATEGY

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

Environmental

Drive continuous improvement in environmental sustainability through recycling, conservation of resources, prevention of pollution, product development, and promotion of environmental responsibility among our employees.

Ensure our operations comply with relevant environmental regulations.

Conduct our operations in a manner committed to the conservation of resources, prevention of pollution and promotion of environmental responsibility.

Social

Conduct our business with uncompromising integrity and promote human rights within the company's sphere of influence.

Ensure employee engagement in the success of the company.

Be an economic, intellectual and social asset to each nation and community in which we operate.

Health and Safety

Create the health and safety practices and work environments that enable our people to work injury and illness free.

Ensure our operations comply with relevant occupational health and safety regulations.

Products

Ensure our products meet or exceed their published specifications.

Ensure our products comply with relevant safety and environmental standards and regulations.

Supplier

Inform suppliers and contractors of our environmental and social responsibility expectations. Require them to adopt management practices aligned with our expectations.

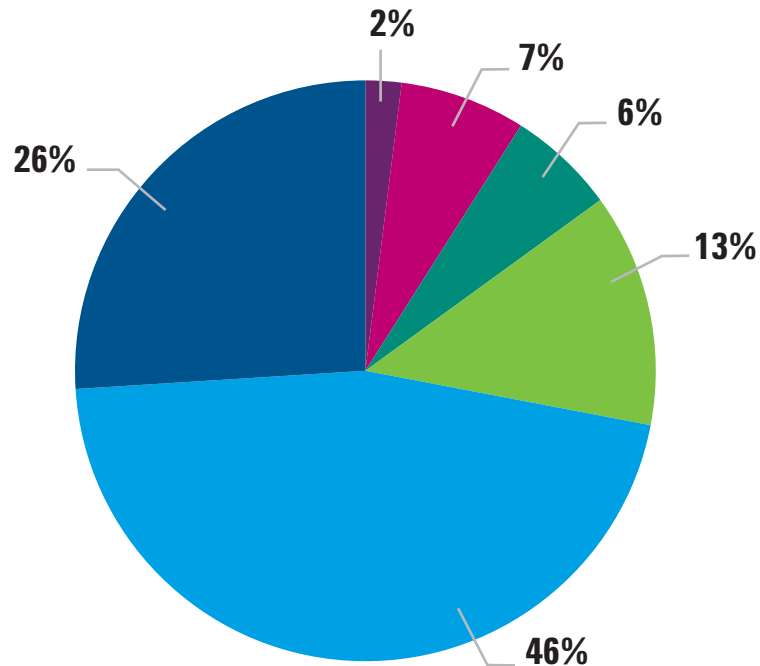
Inform suppliers and contractors of our occupational health and safety expectations. Require them to adopt sound occupational health and safety management practices.

Economic

Create economic value for our shareholders.

Achieve our financial objectives in a sustainable and responsible manner.

PHILANTHROPY



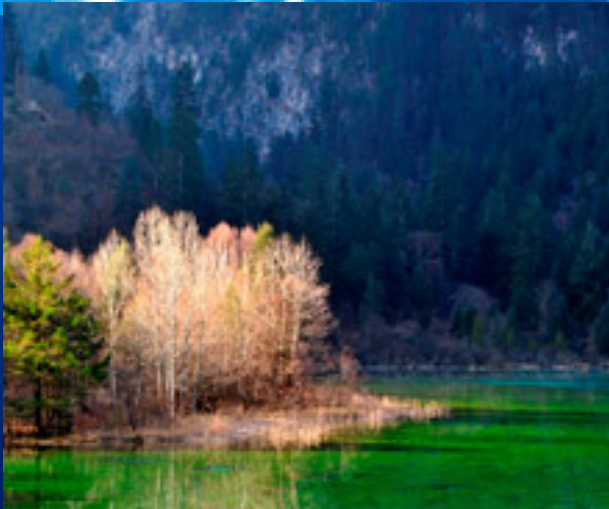
- Community Investment (non-education) 6%
- Community Science Education 13%
- University Research 46%
- University Equipment 26%
- University Employee Match 2%
- Giving Campaign Employee Match 7%

In 2011, Agilent and the Agilent Technologies Foundation provided \$7 million in university grants and equipment supporting science and technology research at the forefront of electronic and bio-analytic measurement technologies. In addition, \$1.2 million in pre-university science education grants supported programs reaching more than 6,000 educators and 600,000 students worldwide. In total, Agilent and the Agilent Technologies Foundation invested over \$9 million in philanthropic cash and equipment during 2011.

For more information, see the Agilent Technologies Foundation financial statement for FY11, available at www.agilent.com/contributions/FY11Financials.pdf

1.1
STRATEGY AND ANALYSIS
STATEMENT

1.2
DESCRIPTION OF KEY
IMPACTS, RISKS, AND
OPPORTUNITIES



LI CHEN, CHINA

STRATEGY AND ANALYSIS

PROFILE DISCLOSURES

1.1

STRATEGY AND ANALYSIS STATEMENT

This report describes Agilent Technologies Inc.'s relationship with the environment and society. It presents our strategies, objectives, and results around sustainability and social responsibility. We strive to be a leader in managing our environmental and social practices through our sustainability strategies and community investment efforts. Today, customers are demanding that companies demonstrate awareness and focus on environmental and corporate social responsibilities. The Corporate Citizenship Report details our accomplishments at a corporate level, and the generosity of the Agilent Technologies Foundation, for fiscal year 2011. In presenting our environmental and social responsibility strategy, Agilent has utilized the Global Reporting Initiative (GRI) 3.1 format to provide greater transparency and accountability in our public disclosure of our Corporate Citizenship efforts. (Please refer to the CEO Letter for statement from the most senior decision maker at [Agilent Technologies](#).)

1.2

DESCRIPTION OF KEY IMPACTS, RISKS, AND OPPORTUNITIES

Agilent Corporate Citizenship Statement

Agilent Technologies is committed to conducting business in an ethical, socially responsible and environmentally sustainable manner. Our Citizenship Objective is to be an economic, intellectual and social asset to each nation and community in which we operate. Agilent's [Community Relations and Giving Programs](#) and the [Agilent Technologies Foundation](#) are tangible examples of our commitment to exemplary Corporate Citizenship.

Agilent's Corporate Citizenship commitment is consistent with our [Environmental Policy](#) and [Human Rights and Labor Policy](#)—all essential for continued business success. Agilent ISO 14001 certified company-wide environmental management system is used to manage and drive continuous reduction of adverse environmental impacts.

2.1
NAME OF THE ORGANIZATION

2.2
PRIMARY BRANDS, PRODUCTS AND/OR SERVICES

2.3
OPERATIONAL STRUCTURE OF THE ORGANIZATION

2.4
LOCATION OF ORGANIZATION'S HEADQUARTERS

2.5
NUMBER OF COUNTRIES WHERE THE ORGANIZATION OPERATES

2.6
NATURE OF OWNERSHIP AND LEGAL FORM

2.7
MARKETS SERVED

2.8
SCALE OF THE REPORTING ORGANIZATION

2.9
VISION, MISSION, CHANGES DURING THE REPORTING PERIOD REGARDING SIZE, STRUCTURE, OR KEY IMPACTS, RISKS AND OPPORTUNITIES

2.10
AWARDS RECEIVED IN THE REPORTING PERIOD



SENG YEN TEH, MALAYSIA

ORGANIZATIONAL PROFILE

PROFILE DISCLOSURES

2.1

NAME OF THE ORGANIZATION

Agilent Technologies, Inc.

2.2

PRIMARY BRANDS, PRODUCTS, AND/OR SERVICES

Agilent’s singular focus on measurement helps scientists, researchers and engineers address their toughest challenges with precision and confidence. Our products and services help to deliver the breakthroughs that make a measurable difference. The company’s 18,700 employees serve customers in more than 100 countries.

Agilent holds many product and market leadership positions, including first worldwide in overall test and measurement products, as well as in gas chromatographs and liquid chromatography/mass spectrometry. We are also a leading test and measurement equipment supplier to the telecommunications industry. With a singular focus on measurement, we:

- Advance next-generation wireless communications.
- Help the military become more flexible, mobile and reliable.
- Enable nondestructive subsurface electronic testing of semiconductor materials.
- Analyze the causes and cures for disease.
- Make the world more safe and secure from crime and drugs.
- Aid in the discovery and quality of medicines.
- Keep our air, water, soil and food clean and safe.

More information about Agilent product, brand and services: [Agilent Products and Services](#)

2.3

OPERATIONAL STRUCTURE OF THE ORGANIZATION, INCLUDING MAIN DIVISIONS, OPERATING COMPANIES, SUBSIDIARIES, AND JOINT VENTURES

Agilent offers the broadest range of innovative measurement solutions in the industry. The company’s three businesses—Chemical Analysis, Life Sciences and Electronic Measurement—provide customers with products and services that make a real difference in the lives of people everywhere. And at Agilent Research Laboratories, we conduct research that anticipates customer needs and produces breakthroughs that power growth.

2.4

LOCATION OF ORGANIZATION’S HEADQUARTERS

Agilent Technologies, Inc.
5301 Stevens Creek Boulevard
Santa Clara, CA 95051
Phone: (408) 553-2424

2.5

NUMBER OF COUNTRIES WHERE THE ORGANIZATION OPERATES, AND NAMES OF COUNTRIES WITH EITHER MAJOR OPERATIONS OR THAT ARE SPECIFICALLY RELEVANT TO THE SUSTAINABILITY ISSUES COVERED IN THE REPORT.

Our primary research and development and manufacturing sites are in California, Colorado and Delaware in the U.S. and in Australia, China, Germany, India, Italy, Japan, Malaysia, Singapore and the United Kingdom.

2.6

NATURE OF OWNERSHIP AND LEGAL FORM

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

100
 CHOSEN BY FORBES
 MAGAZINE AS ONE OF
 THE TOP 100 INNOVATIVE
 COMPANIES IN 2011

2.7
 MARKETS SERVED (INCLUDING GEOGRAPHIC
 BREAKDOWN, SECTORS SERVED, AND TYPES OF
 CUSTOMERS/BENEFICIARIES)

Agilent holds many product and market leadership positions, including first worldwide in overall test and measurement products, as well as in gas chromatographs and liquid chromatography/mass spectrometry. We are also a leading test and measurement equipment supplier to the telecommunications industry.

More information about Agilent presence, sectors and customers served is available at [Agilent Company Information](#).

2.8
 SCALE OF THE REPORTING ORGANIZATION

The company's 18,700 employees serve customers in more than 100 countries. Agilent had net revenues of \$6.6 billion in fiscal 2011.

2.9
 SIGNIFICANT CHANGES DURING THE REPORTING PERIOD
 REGARDING SIZE, STRUCTURE, OR OWNERSHIP

On Nov 1, 2010, Agilent began reporting on Varian financial data following its acquisition on May 14, 2010.

More information about the Varian acquisition is available at [Agilent Newsroom](#).

2.10
 AWARDS RECEIVED IN THE REPORTING PERIOD

Agilent received the following awards and recognition during the reporting period:

- Ranked 11th in [Newsweek 2011 Green Rankings](#) of the environmental performance of the U.S. 500 largest publicly traded companies.

- Selected for inclusion in both the [World and North America Dow Jones Sustainability Indexes](#). The DJSI track the financial performance of the world's leading companies in terms of economic, environmental and social performance.
- Chosen by Forbes magazine as one of the top 100 Innovative Companies in 2011 [Forbes 2011 Innovative Companies](#).
- Ranked #28 in the Davos 100 Most Sustainable Companies in 2011 [Global 100](#).
- Recipient of the [Frost & Sullivan](#) 2011 "Growth, Innovation and Leadership Award" for outstanding achievement in leadership, technological innovation, customer service and strategic product development.
- Honored by [North Bay Business Journal](#) with the "Healthiest Company Recognition Award" in 2011 for leadership in creating a better health environment inside and outside of the workplace.
- Recognized as one of top 25 "Best Tech Companies" to work for in 2011 by [Business Insider](#).
- Named "Company of the Year" in 2011 by IBO [Instrument Business Outlook](#) trade journal in 2011.
- Selected as one of the best places to work according to an annual survey conducted in 2011 by [The Scientist](#), a top-tier trade magazine.
- Acknowledged as one of the Top Ten "Most Admired Companies" in [Fortune 500 List for 2011](#) Industry Category "Medical and Precision Equipment".
- Technology and product innovation awards can be found at [Agilent 2011 Technology and Product Awards](#).

3.1
REPORTING PERIOD

3.2
DATE OF MOST RECENT
PREVIOUS REPORT

3.3
REPORTING CYCLE

3.4
CONTACT POINT FOR
QUESTIONS

3.5
PROCESS FOR DEFINING
REPORT CONTENT

3.6
BOUNDARY OF THE REPORT

3.7
SPECIFIC LIMITATIONS ON
THE SCOPE OR BOUNDARY
OF THE REPORT

3.8
BASIS FOR REPORTING
ON JOINT VENTURES,
SUBSIDIARIES, LEASED
FACILITIES, OUTSOURCED
OPERATIONS, AND OTHER
ENTITIES

3.9
DATA MEASUREMENT
TECHNIQUES

3.10
EXPLANATION OF
THE EFFECT OF ANY
RE-STATEMENTS OF
INFORMATION PROVIDED
IN EARLIER REPORTS

3.11
SIGNIFICANT CHANGES
FROM PREVIOUS
REPORTING

3.12
STANDARD DISCLOSURES

3.13
POLICY AND CURRENT
PRACTICE WITH REGARD
TO SEEKING EXTERNAL
ASSURANCE FOR THE
REPORT



HERBERT MOOSMUELLER, GERMANY

REPORT PARAMETERS

PROFILE DISCLOSURES

REPORT PARAMETERS

3.1 REPORTING PERIOD FOR INFORMATION PROVIDED

This report is based on a combination of quantitative and qualitative data relating to our environmental and social performance during fiscal year 2011 (November 1, 2010 to October 31, 2011). The data is recorded on a company-wide basis unless otherwise indicated. The data does not include Agilent's suppliers.

3.2 DATE OF MOST RECENT PREVIOUS REPORT

This is the 11th Corporate Citizenship Report (formally known as Environmental and Social Responsibility Report) produced by Agilent. Previous reports are available at [Previous Agilent CCR](#).

3.3 REPORTING CYCLE (ANNUAL, BIENNIAL, ETC.)

Agilent publishes its Corporate Citizenship Report annually.

3.4 CONTACT POINT FOR QUESTIONS REGARDING THE REPORT OR ITS CONTENTS

For questions or comments regarding Agilent's 2011 Corporate Citizenship Report, please contact us at corporate.citizenship@agilent.com

3.5 PROCESS FOR DEFINING REPORT CONTENT

We considered the 2006 Global Reporting Initiative (GRI) Sustainability Reporting Guidelines v3.1 (G3.1) available at GRI Reporting when developing this report. We self-declare that this report aligns with GRI Application Level B+.

3.6 BOUNDARY OF THE REPORT (E.G., COUNTRIES, DIVISIONS, SUBSIDIARIES, LEASED FACILITIES, JOINT VENTURES, SUPPLIERS)

The quantitative data in this report has been summarized into three regions: Asia Pacific, Europe and Americas. The environmental data for 2011 covers the following locations (includes manufacturing sites that are ISO14001 certified and sites greater than 200,000 square feet):

Asia Pacific

China: Beijing, Shanghai, Chengdu

Japan: Hachioji

Malaysia: Penang

Singapore: Yishun

Europe

Germany: Boeblingen, Waldbronn

Americas

US: Santa Clara, California; Santa Rosa, California; Folsom, California; Colorado Springs, Colorado; Boulder, Colorado; Newport, Delaware; Little Falls, Delaware

3.7 STATE ANY SPECIFIC LIMITATIONS ON THE SCOPE OR BOUNDARY OF THE REPORT

All financial data is reported in U.S. dollars. Environmental and water data does not include information from Agilent's suppliers.

3.8 BASIS FOR REPORTING ON JOINT VENTURES, SUBSIDIARIES, LEASED FACILITIES, OUTSOURCED OPERATIONS, AND OTHER ENTITIES THAT CAN SIGNIFICANTLY AFFECT COMPARABILITY FROM PERIOD TO PERIOD AND/OR BETWEEN ORGANIZATIONS

We report on our subsidiaries and affiliates where we have direct operational control, unless otherwise noted. Significant year-over-year changes are denoted. Where possible, we also report with units that provide for consistent reporting, such as per square foot rather than per building or per site.

3.9 DATA MEASUREMENT TECHNIQUES AND THE BASES OF CALCULATIONS, INCLUDING ASSUMPTIONS AND TECHNIQUES UNDERLYING ESTIMATIONS APPLIED TO THE COMPILATION OF THE INDICATORS AND OTHER INFORMATION IN THE REPORT

We maintain our data techniques are in compliance with the GRI Indicator Protocols V3.1 except where noted in the Performance Indicator categories.

3.10

EXPLANATION OF THE EFFECT OF ANY RE-STATEMENTS OF INFORMATION PROVIDED IN EARLIER REPORTS, AND THE REASONS FOR SUCH RE-STATEMENT (E.G., MERGERS/ ACQUISITIONS, CHANGE OF BASE YEARS/PERIODS, NATURE OF BUSINESS, MEASUREMENT METHODS)

We have not made any material financial re-statements from the prior year to this year.

3.11

SIGNIFICANT CHANGES FROM PREVIOUS REPORTING PERIODS IN THE SCOPE, BOUNDARY, OR MEASUREMENT METHODS APPLIED IN THE REPORT.

There are no significant changes in scope, boundary and measurement methods in Agilent's 2011 Corporate Citizenship Report from previous reporting periods.

3.12

TABLE IDENTIFYING THE LOCATION OF THE STANDARD DISCLOSURES IN THE REPORT.

Please refer to pages 2–4 of the report.

3.13

POLICY AND CURRENT PRACTICE WITH REGARD TO SEEKING EXTERNAL ASSURANCE FOR THE REPORT.

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



This statement attests that DEKRA Certification can provide reasonable assurance the claims regarding environmental, health, safety and social responsibility (EHSSR), as they relate to Agilent-identified suppliers, found in this Agilent Corporate Citizenship Report 2011, are correct.

- Agilent energy, greenhouse gas emission, waste and water data attested by external auditor, TruCost.



- The Agilent Technologies Foundation financial information has also been attested by an independent auditor—Nichols, Rick and Company.

4.1
GOVERNANCE STRUCTURE

4.2
CHAIRMAN OF THE BOARD

4.3
INDEPENDENT AND/OR
NON-EXECUTIVE DIRECTORS
OF THE BOARD

4.4
RECOMMENDATIONS
OR DIRECTION TO THE
HIGHEST GOVERNANCE
BODY

4.5
COMPENSATION FOR
BOARD AND EXECUTIVES
AND THE ORGANIZATION'S
PERFORMANCE

4.6
PROCESS TO ENSURE
CONFLICTS OF INTEREST
ARE AVOIDED

4.7
BOARD QUALIFICATIONS

4.8
MISSION, VALUES AND
CODES OF CONDUCT

4.9
BOARD PROCESS
FOR MANAGEMENT
OF ECONOMIC,
ENVIRONMENTAL, AND
SOCIAL PERFORMANCE

4.10
PROCESSES FOR
EVALUATING BOARD
PERFORMANCE

4.11
PRECAUTIONARY
APPROACH

4.12
EXTERNAL INITIATIVES

4.13
MEMBERSHIPS IN
ASSOCIATIONS AND
ORGANIZATIONS

4.14
STAKEHOLDER GROUPS

4.15
BASIS FOR IDENTIFICATION
AND SELECTION OF
STAKEHOLDERS

4.16
APPROACHES TO
STAKEHOLDER
ENGAGEMENT

4.17
KEY TOPICS AND
CONCERNS RAISED
THROUGH STAKEHOLDER
ENGAGEMENT



CK ONG, MALAYSIA

GOVERNANCE, COMMITMENTS, AND ENGAGEMENT

PROFILE DISCLOSURES

4.1 GOVERNANCE STRUCTURE OF THE ORGANIZATION, INCLUDING COMMITTEES UNDER THE HIGHEST GOVERNANCE BODY RESPONSIBLE FOR SPECIFIC TASKS, SUCH AS SETTING STRATEGY OR ORGANIZATIONAL OVERSIGHT

Agilent is led by a chief executive officer and overseen by a board of directors. The current four committees of the board are Audit & Finance; Compensation; Executive; and Nominating & Corporate Governance. The board selects the chief executive officer in accordance with the company's bylaws and other applicable policies.

[Investor Relations](#)

4.2 INDICATE WHETHER THE CHAIR OF THE HIGHEST GOVERNANCE BODY IS ALSO AN EXECUTIVE OFFICER

James G. Cullen is non-executive chairman of the Board of Directors.

[Agilent Board of Directors](#)

4.3 FOR ORGANIZATIONS THAT HAVE A UNITARY BOARD STRUCTURE, STATE THE NUMBER AND GENDER OF MEMBERS OF THE HIGHEST GOVERNANCE BODY THAT ARE INDEPENDENT AND/OR NON-EXECUTIVE MEMBERS

In 2011, Agilent had 9 board members, 8 of whom were independent directors. For more details please refer to our [Corporate Website](#).

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

4.4 MECHANISMS FOR SHAREHOLDERS AND EMPLOYEES TO PROVIDE RECOMMENDATIONS OR DIRECTION TO THE HIGHEST GOVERNANCE BODY

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

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

We engage with our stakeholders through consultations, surveys, ad-hoc feedback and reviews:

- Through our Agilent Customer Satisfaction program, we survey customers who interact with various touch-points across our businesses and regions, and we provide continual updates to our management.
- Our Agilent Market Survey provides a measure of our customers' loyalty compared to the loyalty of our competitors' customers. The results are used to identify

opportunities for growth and areas where additional business investments are warranted.

- The Agilent Leadership Audit is a semi-annual survey that allows Agilent employees to provide feedback on leadership effectiveness within their workgroup. The Leadership Audit is focused on the critical few leadership practices that are central to executing the coming year's business results. Audit results are compared with external best-in-class benchmarks to ensure we are performing at the top in our industry.
- On a quarterly basis at most of Agilent's sites, employee sessions are held to share business updates and country-specific affairs, as well as to address employee-requested topics.
- 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, Agilent Analyst Meetings and our annual shareholder meeting.
- We require our suppliers to adhere to our Supplier Environmental Social Responsibility (ESR) Code of Conduct, and we work with suppliers to address environmental and social issues that are identified in their operations.
- We have ongoing relationships with regulators at local, regional and national levels regarding operational areas such as Environmental Health and Safety (EHS) and product environmental and safety compliance.
- These feedback mechanisms provide Agilent with information to help improve our environmental, social and economic performance. For example, Agilent Workplace Services monitors global issues and reviews external inquiries to help identify areas where we could

further improve our EHS performance and programs. Similarly, Corporate Relations uses the input it receives to help guide our community programs, such as volunteerism and grants.

4.5 LINKAGE BETWEEN COMPENSATION FOR MEMBERS OF THE HIGHEST GOVERNANCE BODY, SENIOR MANAGERS, AND EXECUTIVES (INCLUDING DEPARTURE ARRANGEMENTS), AND THE ORGANIZATION'S PERFORMANCE (INCLUDING SOCIAL AND ENVIRONMENTAL PERFORMANCE)

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

4.6 PROCESSES IN PLACE FOR THE HIGHEST GOVERNANCE BODY TO ENSURE CONFLICTS OF INTEREST ARE AVOIDED

Agilent's Board of Directors are bound by a code of ethics which specifically details requirement for avoidance of conflict of interest. "...Each board member must ensure that other existing and anticipated future commitments do not materially interfere with the members' service as director. As long as you remain an Agilent director, you must avoid situations where your loyalties may be divided between Agilent's interests and your own. Agilent expects you to avoid even the appearance of a conflict of interest. If you are an independent director, additional restrictions apply as noted in the Agilent Technologies Corporate Governance Standards." For more information go to [Investor Relations](#).

4.7 PROCESS FOR DETERMINING THE COMPOSITION, QUALIFICATIONS, AND EXPERTISE OF THE MEMBERS OF THE HIGHEST GOVERNANCE BODY AND ITS COMMITTEES, INCLUDING ANY CONSIDERATION OF GENDER AND OTHER INDICATORS OF DIVERSITY

The Nominating & Corporate Governance Committee is responsible for identifying and screening new candidates for Board membership and for overseeing the evaluation of Board members.

4.8 INTERNALLY DEVELOPED STATEMENTS OF MISSION OR VALUES, CODES OF CONDUCT, AND PRINCIPLES RELEVANT TO ECONOMIC, ENVIRONMENTAL, AND SOCIAL PERFORMANCE AND THE STATUS OF THEIR IMPLEMENTATION

Agilent's value of uncompromising integrity is critical to our open and transparent disclosure of information. We encourage regular communication with investors and other stakeholders on our financial performance. We hold annual shareholder meetings to provide updates on our company strategy and financial performance. We also report our performance through quarterly conference calls and an annual report. Financial information including Securities and Exchange Commission filings, proxy statements, and earnings announcements are available at [Agilent Investor Relations](#).

Agilent is committed to the highest standard of corporate governance, business conduct and ethics. Our Amended and Restated Corporate Governance Standards, the charters of our Audit and Finance Committee, Compensation Committee, Executive Committee and

Nominating/Corporate Governance Committee, as well as our Standards of Business Conduct, are available at www.investor.agilent.com under "Corporate Governance."

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

4.9 PROCEDURES OF THE HIGHEST GOVERNANCE BODY FOR OVERSEEING THE ORGANIZATION'S IDENTIFICATION AND MANAGEMENT OF ECONOMIC, ENVIRONMENTAL, AND SOCIAL PERFORMANCE, INCLUDING RELEVANT RISKS AND OPPORTUNITIES, AND ADHERENCE OR COMPLIANCE WITH INTERNATIONALLY AGREED STANDARDS, CODES OF CONDUCT, AND PRINCIPLES

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

4.10 PROCESSES FOR EVALUATING THE HIGHEST GOVERNANCE BODY'S OWN PERFORMANCE, PARTICULARLY WITH RESPECT TO ECONOMIC, ENVIRONMENTAL, AND SOCIAL PERFORMANCE

Agilent's Nominating/Corporate Governance Committee Charter includes responsibility of evaluation of Board members.

4.11

EXPLANATION OF WHETHER AND HOW THE PRECAUTIONARY APPROACH OR PRINCIPLE IS ADDRESSED BY THE ORGANIZATION

Agilent’s approach to risk management is largely decentralized, supported by the belief that those closest to risk can manage the risk most effectively. This approach also highlights the fact that risk management expertise exists throughout the enterprise. Agilent Global Risk Management is the corporate function chartered to promote prudent risk management practice through direct engagement with the business and selected infrastructure organizations, using tools and processes to facilitate that practice globally. This function is also responsible for developing and implementing risk financing strategies for operational exposure while minimizing the company’s total cost of risk.

4.12

EXTERNALLY DEVELOPED ECONOMIC, ENVIRONMENTAL, AND SOCIAL CHARTERS, PRINCIPLES, OR OTHER INITIATIVES TO WHICH THE ORGANIZATION SUBSCRIBES OR ENDORSES

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

- 1987 Montreal Protocol on Substances that Deplete the Ozone Layer and adjusted by Meetings of the Parties in 1990, 1992, 1995 and 1997; Ozone Secretariat, United Nations Environmental Program
- California Supply Chain Transparency Act of 2010
- Conventions of the International Labour Organization (ILO)

- Custom Trade Partnership Program Against Terrorism
- EU Regulations 1272/2008/EC on Classification, Labeling and Packaging
- EU Waste Electrical and Electronic Equipment (WEEE) Directive 2005
- Global Reporting Initiative—GRI 3.1 2006 sustainability reporting guidelines
- ISO 14001:2004—International standard for environmental management systems
- ISO 26000—Standard that provides guidance on social responsibility
- ISO 9000:2005 - Quality Management Systems—Fundamentals and Vocabulary
- ISO 9001:2008, Quality Management Systems – Requirements ISO 9000:2005
- OHSAS 18001:1999—Standard for occupational health and safety management systems
- Procurement Strategy Council
- U.S. Foreign Corrupt Practices Act and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.
- UK Bribery Act 2010

4.13

MEMBERSHIPS IN ASSOCIATIONS (SUCH AS INDUSTRY ASSOCIATIONS) AND/OR NATIONAL/INTERNATIONAL ADVOCACY ORGANIZATIONS IN WHICH THE ORGANIZATION HAS POSITIONS IN GOVERNANCE BODIES; PARTICIPATES IN PROJECTS OR COMMITTEES; PROVIDES SUBSTANTIVE FUNDING BEYOND ROUTINE MEMBERSHIP DUES; OR VIEWS MEMBERSHIP AS STRATEGIC

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

- American Electronics Association
- Boston College Center for Corporate Citizenship
- CALCE (Center for Advanced Life Cycle Engineering)
- Carbon Disclosure Project
- Confederation of Indian Industry
- Corporate Executive Board
- European Union Committee of the American Chamber of Commerce
- Global Business Travel Association
- Hacket Benchmarking Research
- iNEMI (National Electronics Manufacturers Initiative)
- Institute of Travel and Meetings (Europe)
- International Electronics Manufacturing Initiative
- Japan Electric Measuring Instruments Manufacturers Association
- National Association of Software and Services Companies
- Procurement Strategy Council
- Silicon Valley Leadership Group
- United States—Association of Southeast Asian Nations Business Council

4.14 LIST OF STAKEHOLDER GROUPS ENGAGED BY THE ORGANIZATION

Agilent's stakeholders include:

- Customers
- Employees
- Investors
- Suppliers
- Government agencies
- Communities
- Neighbors
- Non-governmental organizations
- Industry standard-setting organizations
- These feedback mechanisms provide us with information to help improve our environmental, social and economic performance. For example, Agilent Workplace Services monitors global issues and reviews external inquiries to help identify areas where we could further improve our EHS performance and programs. Similarly, Corporate Relations uses the input it receives to help guide our community programs, such as volunteerism and grants.

4.15 BASIS FOR IDENTIFICATION AND SELECTION OF STAKEHOLDERS WITH WHOM TO ENGAGE

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

challenges; and cooperate with governments, non-governmental organizations and other stakeholders on common concerns.

4.16 APPROACHES TO STAKEHOLDER ENGAGEMENT, INCLUDING FREQUENCY OF ENGAGEMENT BY TYPE AND BY STAKEHOLDER GROUP

We engage with our stakeholders through consultations, surveys, ad-hoc feedback and reviews:

Through our Agilent Customer Satisfaction program, we survey customers who interact with various touch-points across our businesses and regions, and we provide continual updates to our management.

- Our Agilent Market Survey provides a measure of our customers' loyalty compared to the loyalty of our competitors' customers. The results are used to identify opportunities for growth and areas where additional business investments are warranted.
- The Agilent Leadership Audit is a semi-annual survey that allows Agilent employees to provide feedback on leadership effectiveness within their workgroup. The Leadership Audit is focused on the critical few leadership practices that are central to executing the coming year's business results. Audit results are compared to external best-in-class benchmarks to ensure we are performing at the top in our industry.
- On a quarterly basis at most of Agilent's sites, employee sessions are held to share business updates and country-specific affairs, as well as to address employee-requested topics.
- 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, Agilent Analyst Meetings and our annual shareholder meeting.

- We require our suppliers to adhere to our Supplier Environmental Social Responsibility (ESR) Code of Conduct, and we work with suppliers to address environmental and social issues that are identified in their operations.
- We have ongoing relationships with regulators at local, regional and national levels regarding operational areas such as Environmental Health and Safety (EHS) and product environmental and safety compliance.

4.17 KEY TOPICS AND CONCERNS THAT HAVE BEEN RAISED THROUGH STAKEHOLDER ENGAGEMENT, AND HOW THE ORGANIZATION HAS RESPONDED TO THESE CONCERNS, INCLUDING THROUGH ITS REPORTING.

Stakeholder feedback mechanisms provide Agilent with information to help improve our environmental, social and economic performance. For example, Agilent Workplace Services monitors global issues and reviews external inquiries to help identify areas where we could further improve our EHS performance and programs. Similarly, Corporate Relations uses the input it receives to help guide our community programs, such as volunteerism and grants.

DMA EC
DISCLOSURE ON
MANAGEMENT APPROACH

EC1
ECONOMIC PERFORMANCE

EC2
FINANCIAL IMPLICATIONS

EC3
BENEFIT PLAN

EC4
GOVERNMENT ASSISTANCE

EC5
ENTRY-LEVEL WAGES

EC6
LOCAL SUPPLIERS

EC7
LOCAL HIRING

EC8
INFRASTRUCTURE
INVESTMENTS

EC9
INDIRECT ECONOMIC
IMPACTS



ECONOMIC PERFORMANCE

PERFORMANCE INDICATORS

GROWTH

AGILENT INTRODUCED SEVERAL
INNOVATIVE PRODUCT
PLATFORMS TO OUR CUSTOMERS,
CREATING MARKET GROWTH
OPPORTUNITIES FOR AGILENT.

DMA EC DISCLOSURE ON MANAGEMENT APPROACH EC

Agilent Technologies Inc. is a technology leader in communications, electronics, life sciences and chemical analysis. With three primary business segments—Life Sciences, Chemical Analysis, and Electronic Measurement—we have 18,700 employees and serve customers in more than 100 countries. Agilent had revenue of \$6.6 billion in fiscal year 2011—a 22% increase over fiscal year 2010. The company's stock trades on the New York Stock Exchange under the ticker symbol "A."

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

Agilent sells its products worldwide and is subject to risks associated with doing business internationally. We expect that revenue from international operations will continue to represent a large percentage of our total business. In addition, many employees, contract manufacturers, suppliers, job functions and manufacturing facilities are increasingly located outside the U.S. Agilent articulates a variety of risk factors in its regular 10K filings with the U.S. Security Exchange Commission. For more information, go to [Agilent Investor Relations](#).

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's economic-related practices and processes align with ISO Core subjects: Organizational Governance 6.2 and Fair Operating Practices 6.6.

EC1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED, INCLUDING REVENUES, OPERATING COSTS, EMPLOYEE COMPENSATION, DONATIONS AND OTHER COMMUNITY INVESTMENTS, RETAINED EARNINGS, AND PAYMENTS TO CAPITAL PROVIDERS AND GOVERNMENTS

Annual revenues of \$6.6 billion were up 22 percent over fiscal 2010. This was the second year in a row that our annual revenues grew by more than 20 percent. Operating profit and earnings per share also increased substantially. We ended the fiscal year with the best operational performance in the company's eleven-year history.

As a reflection of Agilent's financial strength and continuing growth opportunities, in January 2012 we announced the initiation of quarterly cash dividends to Agilent shareholders. This underscores our commitment to enhance shareholder value and return.

EC2 FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE

Agilent had no financial implications or other risks and opportunities due to climate change.

48%

AGILENT DELIVERED THE BEST OPERATIONAL PERFORMANCE IN ITS HISTORY. OUR FISCAL 2011 REVENUES INCREASED BY 22% WHILE EARNINGS PER SHARE (EPS) INCREASED BY 48% FROM FISCAL 2010.

**EC3
COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT
PLAN OBLIGATIONS**

Refer to Agilent's 2011 Annual Report: [Agilent 2011 Annual Report](#).

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

- Contributed \$33 million and \$30 million to U.S. defined benefit plans in 2011 and 2010, respectively.
- Contributed \$59 million and \$47 million to non-U.S. defined benefit plans in 2011 and 2010, respectively.
- Contributed zero and \$1 million to U.S. post-retirement benefit plans in 2011 and 2010, respectively. (Our non-U.S. defined benefit plans are generally funded ratably throughout the year.)
- Total contributions in 2011 were \$14 million, or 18% more than contributions in 2010. (Our annual contributions are highly dependent on the relative performance of our assets versus our projected liabilities, among other factors.)

Agilent expects to contribute approximately \$82 million to U.S. and non-U.S. defined benefit plans during 2012.

**EC4
SIGNIFICANT FINANCIAL ASSISTANCE RECEIVED
FROM GOVERNMENT**

Agilent received no financial assistance from any government agency in FY11.

**EC5
RANGE OF RATIOS OF STANDARD ENTRY-LEVEL WAGE
BY GENDER COMPARED TO LOCAL MINIMUM WAGE AT
SIGNIFICANT LOCATIONS OF OPERATION**

Agilent provides competitive levels of compensation above minimum wage requirements.

**EC6
POLICY, PRACTICES, AND PROPORTION OF SPENDING
ON LOCALLY-BASED SUPPLIERS AT SIGNIFICANT LOCATIONS
OF OPERATION**

Agilent has a proactive Supplier Diversity program which focuses on the procurement of materials, components, equipment, supplies, and services from Small Diverse Businesses.

We use a specific methodology when sourcing suppliers: TQRDCE, which focuses on total quality, reliability, delivery, cost and environmental sustainability. In addition, all suppliers used by Agilent must adhere to the Supplier Code of Conduct and [Agilent's Expectation of Suppliers](#).

We have significantly redesigned supplier environmental compliance communications to enable stronger partnerships and adherence to Agilent's General Specifications for the Environment (GSE).

This effort has positive implications on materials use, regulatory compliance, supplier satisfaction, customer satisfaction and employee satisfaction.

\$9M

THROUGH OUR BUSINESSES,
EMPLOYEES AND FOUNDATION,
AGILENT'S PHILANTHROPIC
EFFORTS TOTALED OVER
\$9 MILLION IN FISCAL YEAR 2011.

**EC7
PROCEDURES FOR LOCAL HIRING AND PROPORTION
OF SENIOR MANAGEMENT HIRED FROM THE LOCAL
COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION**

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

**EC8
DEVELOPMENT AND IMPACT OF INFRASTRUCTURE
INVESTMENTS AND SERVICES PROVIDED PRIMARILY FOR
PUBLIC BENEFIT THROUGH COMMERCIAL, IN-KIND, OR PRO
BONO ENGAGEMENT**

In 2011, through our businesses, employees and Foundation, our philanthropic efforts totaled over \$9 million.

Agilent employee donations, combined with matching funds from the Agilent Technologies Foundation, totaled \$2,425,526.

Agilent and the Agilent Technologies Foundation's philanthropic investments in university research totaled \$4,235,622.

Agilent donated approximately \$2,558,000 in equipment to universities.

Agilent and the Agilent Technologies Foundation invested \$1,196,818 in science education, reaching approximately 600,000 students and 6,000 teachers worldwide.

Approximately 25 percent of Agilent employees around the world volunteered more than 50,000 hours in our communities.

Employees and the Agilent Technologies Foundation contributed more than \$534,000 in support of disaster relief efforts.

Because of our longstanding commitment to our communities, we have a wide range of programs that provide feedback on community needs, and we did not do a community assessment.

**EC9
UNDERSTANDING AND DESCRIBING SIGNIFICANT INDIRECT
ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS**

A core objective is to be an economic, intellectual and social asset to every community in which we operate.

Agilent After School, a hands-on, kit-based science program, reached 60,000 students in 14 countries.

The Agilent Technologies Foundation contribution to the District Rural Science Education Program in India supported a science center and mobile labs to provide science education to 12,000 students at underprivileged schools.

DMA EN
DISCLOSURE ON
MANAGEMENT APPROACH

EN3
DIRECT ENERGY
CONSUMPTION

EN4
INDIRECT ENERGY
CONSUMPTION

EN5
ENERGY SAVED

EN6
RENEWABLE ENERGY-
EFFICIENT INITIATIVES

EN7
INITIATIVES TO REDUCE
INDIRECT ENERGY
CONSUMPTION

EN8
WATER WITHDRAWAL

EN9
WATER SOURCES

EN10
TOTAL VOLUME OF WATER

EN16
TOTAL GREENHOUSE GAS
EMISSIONS

EN17
OTHER TOTAL GREENHOUSE
GAS EMISSIONS

EN18
INITIATIVES TO REDUCE
GREENHOUSE GAS
EMISSIONS AND
REDUCTIONS ACHIEVED

EN21
TOTAL WATER DISCHARGE

EN22
TOTAL WEIGHT OF WASTE

EN23
TOTAL NUMBER AND
VOLUME OF SIGNIFICANT
SPILLS

EN 24
WEIGHT OF TRANSPORTED,
IMPORTED, EXPORTED, OR
TREATED WASTE

EN 25
IDENTITY, SIZE, PROTECTED
STATUS, AND BIODIVERSITY
VALUE OF WATER BODIES

EN 26
INITIATIVES TO MITIGATE
ENVIRONMENTAL IMPACTS
OF PRODUCTS AND
SERVICES

EN27
PERCENTAGE
OF PRODUCTS SOLD



TOSYA SHORE, UNITED STATES

ENVIRONMENTAL

PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE

DMA EN DISCLOSURE ON MANAGEMENT APPROACH EN

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

[Agilent Supplier Code of Conduct](#)

Agilent is committed to designing, manufacturing and distributing environmentally responsible products. Environmental aspects are considered in the design, manufacture, distribution, use, obsolescence, disposal, recovery and reuse of Agilent products. Our aim is to minimize environmental impact of our products and operations by conforming to applicable regulations. Agilent has developed an [Environmental Compliance](#)

Framework to sustain and facilitate compliant product design, development, production, refurbishment and support. When a customer no longer requires an Agilent product, we have implemented several options for reuse, remanufacture or take back based on the product type and customer location to ensure the product is properly managed. Additional information on our environmental and social performance may be found at [Agilent's Commitment to Environment and Social Responsibility](#).

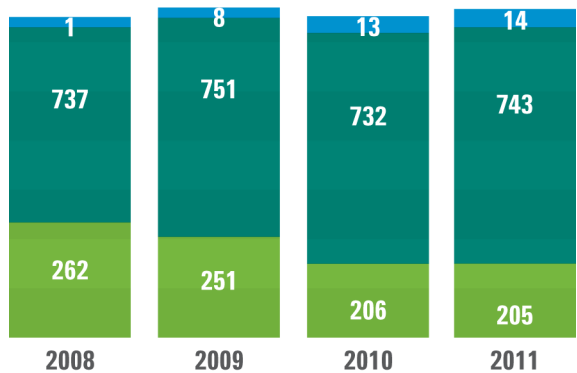
Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's environmental policies, programs and procedures align with ISO Core subjects: Environment 6.4.

EN3 DIRECT ENERGY CONSUMPTION BY PRIMARY ENERGY SOURCE

(The data provided for energy and water has been attested by TruCost)

Worldwide energy consumption 2011¹

- On-Site Solar Power Generation (1000 GJ)
- Total Electricity Consumption (1000 GJ)
- Total Natural Gas Consumption (1000 GJ)



GRI Indicator	Agilent Data	Explanation
Total direct energy consumption in joules or multiples	218,318 GJ	Total Direct & Indirect Energy from natural gas consumption, electricity consumption including solar
Total direct energy consumption in joules or multiples by renewable primary source	13,600 GJ	Energy consumed from onsite solar power generation
Total direct energy consumption in joules or multiples by non-renewable primary source	205,000 GJ	Energy consumed from natural gas use. No Bio-gas so same as above

Notes:

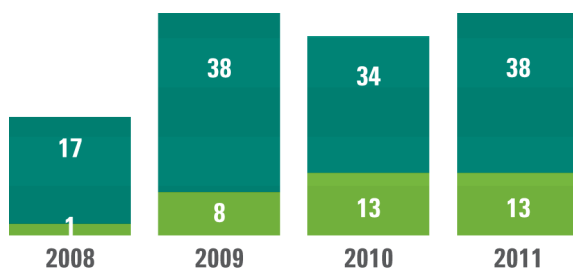
¹ For FY 11 data—EPA eGRID2010 Version 1.0 included 2007 emissions factors for CO₂, CH₄ and N₂O used to calculate CO₂ equivalent emissions from electricity consumption for US facilities. International Electricity Emissions Factor by Country, 1999-2002 were utilized for all non-U.S. facilities. 2011 Defra factors were used to calculate emissions from stationary fuel consumption.

EN4
INDIRECT ENERGY CONSUMPTION BY PRIMARY SOURCE

GRI Indicator	Agilent Data	Explanation
Total amount of indirect energy used by indirect non-renewable sources and indirect renewable sources in terms of intermediate energy	743,000 GJ	Electricity from grid (assumed 100% non-renewable). Data does not include electricity from on-site solar PV
The corresponding primary energy consumed in its production	Not applicable	The response is a function of utility company electricity generation efficiency and power line losses. These amounts are unknown to Agilent.

EN5
ENERGY SAVED DUE TO CONSERVATION AND EFFICIENCY IMPROVEMENTS

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



GRI Indicator	Agilent Data	Explanation
Total energy saved by efforts to reduce energy use and increase energy efficiency	37,500 GJ	Annualized energy efficiency improvements implemented in FY11.
Total amount of energy saved in joules or multiples taking into consideration energy saved due to process redesign, conversion and retrofitting of equipment, and changes in personnel behavior	37,500 GJ	Annualized energy efficiency improvements implemented in FY11

EN6
INITIATIVES TO PROVIDE ENERGY-EFFICIENT OR RENEWABLE ENERGY BASED PRODUCTS AND SERVICES, AND REDUCTIONS IN ENERGY REQUIREMENTS AS A RESULT OF THESE INITIATIVES

During the past several years, Agilent has moved toward product energy efficiency in several product lines. Most of the energy savings are due to two key factors:

- The increased type and volume of tests that can be conducted—thus increasing tests per watt
- The move from bench top to handheld equipment
- Our design focus on measurement speed and accuracy, along with more advanced equipment, results in more measurement per watt-hour.

Agilent’s concentration on portable instruments places a focus on energy efficiency:

- Next-generation products are using key new technology that greatly improves performance per watt of power supply.
- Portable products put significant design efforts into power management to achieve power, heat and battery life targets.
- Industry and regulatory requirements on the power supplies for our portable products have also increased power supply efficiency.

EN7
INITIATIVES TO REDUCE INDIRECT ENERGY CONSUMPTION AND REDUCTIONS ACHIEVED

Agilent has a broad spectrum of initiatives ranging from capital spending for energy conservation projects and solar power to operational practices and employee action. For example, prior to delivery to employees, our IT service provider configures PCs and laptops with fully enabled, energy-saving settings. Operationally, we conserve energy by closely managing office heating/cooling and lighting standards and sharing best practices among sites. We also have a corporate energy conservation manager on staff and dedicated staff from our facilities maintenance company, whose primary role is to support the site facilities staff in identifying, implementing, and validating energy-saving opportunities.

We completed several energy-conservation infrastructure projects as well as operational improvements in 2011. Our net energy conservation for FY11 was 3.9% (using FY10 total energy spend as a baseline).

ENVIRONMENTAL PERFORMANCE

EN8

TOTAL WATER WITHDRAWAL BY SOURCE

- Total volume of water from water utilities (1000 m3) = 1072.81
- No wastewater from other organizations
- Water withdrawn from water utilities per region (1000 m3):
 - Asia Pacific—581.51
 - Europe—30.10
 - USA—461.20

EN9

WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER

Agilent's operations do not affect any water sources by the withdrawal of water.

EN10

PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED

GRI Indicator	Agilent Data
The total volume of water recycled/reused in m3 by the organization per year	Total volume (1000 cubic meters) Recycled = 90.20
The total volume of water recycled/reused by the organization as a percentage of the total water withdrawal reported under EN8	8.41%

EN16

TOTAL DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT

GRI Indicator	Agilent Data
Indicate the standard used, and indicate the methodology associated with the data with reference to: direct measurement; calculation based on site specific data; calculation based on default data; estimations.	US Sites: EPA eGRID2010 Version 1.0—Included 2007 emissions factors for CO ₂ , CH ₄ and N ₂ O Non-US Sites: WRI Coefficients
Total greenhouse gas emissions as the sum of direct and indirect emissions in tonnes of CO ₂ equivalent.	121,753

Total direct and indirect Greenhouse Gas (GHG) emissions by weight¹ (Metric Kilotonne CO₂)

- Indirect GHG emissions
- Direct GHG emissions
- Total GHG emissions



Notes:

¹ For FY11 data—2005 eGrid factors were used to calculate CO₂ equivalent emissions from electricity consumption for U.S. facilities, GHG protocol 2006 coefficients.

EN17

OTHER RELEVANT INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT

GRI Indicator	Agilent Data
The sum of indirect GHG emissions identified in tonnes of CO ₂ equivalent.	111,312

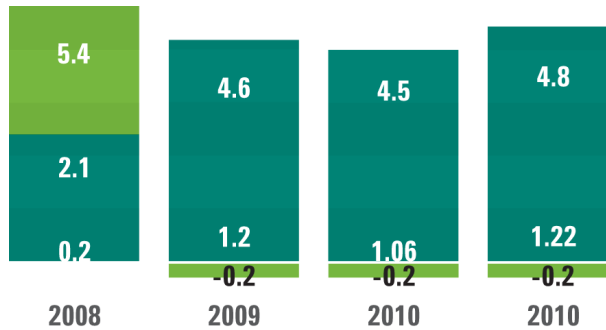
CLEAN AIR

RANKED 11TH IN THE NEWSWEEK 2011 GREEN RANKINGS ASSESSING THE ENVIRONMENTAL PERFORMANCE OF THE 500 LARGEST PUBLICLY TRADED U.S. COMPANIES.

EN18 INITIATIVES TO REDUCE GREENHOUSE GAS EMISSIONS AND REDUCTIONS ACHIEVED

Greenhouse Gas Emissions reductions achieved (Metric Kilotonnes CO₂)

- Renewable energy purchase programs
- Facility energy conservation measures
- Onsite solar PV generation



GRI Indicator	Agilent Data
Initiatives to reduce greenhouse gas emissions, including the areas where the initiatives were implemented.	70 In-scope projects globally 3 on-site solar PV systems
The extent of greenhouse gas emissions reductions achieved during the reporting period as a direct result of the initiative(s) in tonnes of CO ₂ equivalent.	5,699

EN21 TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION

GRI Indicator	Agilent Data
The total volume of planned and unplanned water discharges in cubic meters per year by destination	Irrigation vol (1000 m3) • AP—26 • EU—0.6 • US—91.19
The total volume of planned and unplanned water discharges in cubic meters per year by treatment method	N/A
The total volume of planned and unplanned water discharges in cubic meters per year by whether it was reused by another organization	N/A

Notes:

Total water discharge calculated based on Agilent's fiscal year (November 2010 to October 2011).

ENVIRONMENTAL PERFORMANCE

EN22

TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in tonnes by type for composting	N/A
The total amount of waste (hazardous & non-hazardous) in tonnes by type for reuse	N/A
The total amount of waste (hazardous & non-hazardous) in tonnes by type for recycling	Recycle (metric tonnes): • Hazardous = 752.26 • Non-hazardous = 2731.62
The total amount of waste (hazardous & non-hazardous) in tonnes by type for recovery	N/A
The total amount of waste (hazardous & non-hazardous) in tonnes by type for incineration (or use as fuel)	• Waste for incineration (metric tonnes): • Hazardous = 96.45 • Non-hazardous = 211.21
The total amount of waste (hazardous & non-hazardous) in tonnes by type for landfill	Landfill (metric tonnes) • Hazardous = 32.06 • Non-hazardous = 1020.00
The total amount of waste (hazardous & non-hazardous) in tonnes by type for deep well injection	None
The total amount of waste (hazardous & non-hazardous) in tonnes by type for on-site storage	None

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in tonnes by type for other (to be specified by the reporting organization)	Total hazardous waste (metric tonnes) • Treated = 498.62 • Incinerated = 96.45 • Land filled = 32.06 • Recycled = 756.26 • Total = 1379.39 Total non-hazardous waste (metric tons) • Recycled = 2731.62 • Land filled = 1020.00 • Incinerated = 211.21 • Total = 3962.83
How the method of disposal has been determined	Hazardous waste disposal methods—treated, incinerated, land filled & recycled. Non-hazardous waste disposal methods—recycled, land filled & incinerated.

Notes:

¹ Total waste produced is calculated by adding total chemical waste and total solid waste tonnage. Total waste calculated based on calendar year (January 2011 – December 2011).

² Chemical waste refers to chemical materials designated for final disposition that exhibit characteristic that is hazardous or dangerous per local regulatory requirements. This refers to materials that are shipped offsite for treatment, recycling, incineration, and landfill; and excludes electronic waste.

³ Solid waste refers to waste that is not included in chemical waste or excess electronic equipment (e.g., garbage/trash, paper, cardboard, glass, and furniture and construction debris).

⁴ The increase in waste quantities from 2010 to 2011 is due to the increase in production as well as on site construction projects.

EN23

TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS

In FY11 there were no significant spills.

EN24

WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED, OR TREATED WASTE DEEMED HAZARDOUS UNDER THE TERMS OF THE BASEL CONVENTION ANNEX I, II, III, AND VIII, AND PERCENTAGE OF TRANSPORTED WASTE SHIPPED INTERNATIONALLY

GRI Indicator	Agilent Data
Total weight of hazardous waste transported in kilograms or tonnes	Total hazardous waste (metric tonnes) = 1379.39
Total weight of imported hazardous waste in kilograms or tonnes	N/A
Total weight of exported hazardous waste in kilograms or tonnes	N/A
Total weight of treated hazardous waste in kilograms or tonnes	Total treated hazardous waste = 498.62 metric tonnes

Notes:

¹ Total waste produced is calculated by adding total chemical waste and total solid waste tonnage.

² Chemical waste refers to chemical materials designated for final disposition that exhibit characteristic that is hazardous or dangerous per local regulatory requirements. This refers to materials that are shipped offsite for treatment, recycling, incineration, and landfill; and excludes electronic waste.

³ Solid waste refers to waste that is not included in chemical waste or excess electronic equipment (e.g., garbage/trash, paper, cardboard, glass, and furniture and construction debris).

28

RANKED NO. 28
ON THE GLOBAL 100 LIST
OF THE MOST SUSTAINABLE
COMPANIES IN THE WORLD

EN25

IDENTITY, SIZE, PROTECTED STATUS, AND BIODIVERSITY
VALUE OF WATER BODIES AND RELATED HABITATS
SIGNIFICANTLY AFFECTED BY THE REPORTING
ORGANIZATION'S DISCHARGES OF WATER AND RUNOFF

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

EN26

INITIATIVES TO MITIGATE ENVIRONMENTAL IMPACTS
OF PRODUCTS AND SERVICES, AND EXTENT OF
IMPACT MITIGATION

Initiatives to mitigate the most significant environmental impacts of products/service groups in relation to materials use:

- Made significant progress on moving the vast majority of Agilent's product portfolio toward EU Restriction of Hazardous Substance (RoHS) compliance well in advance of applicable regulatory deadlines. Established and conducted internal manufacturing assessments to validate systems and processes for product EU RoHS compliance. This effort has had positive implications on Agilent's materials use, regulatory compliance, waste impacts and customer satisfaction.
- Implemented physical testing for raw materials and products, including X-ray fluorescence inspections for some key areas of product environmental compliance. This effort has positive implications on materials use, regulatory compliance and customer satisfaction.

- Significantly redesigned supplier environmental compliance communications to enable stronger partnerships. This effort has positive implications on materials use, regulatory compliance, supplier satisfaction, customer satisfaction and employee satisfaction.
- Conducted global training effort for product engineers on how to support product environmental compliance. This effort has positive implications on Agilent's materials use and waste impacts.
- Significantly updated Agilent's product Design for the Environment Guidelines. This effort has potential positive implications on materials use, waste production, packaging management, regulatory compliance, and customer and employee satisfaction.
- Worked with industry to identify and use environmentally-friendly replacements for hazardous materials that meet Agilent's quality and reliability expectations. This effort has potential positive implications on materials use, waste production, regulatory compliance, and customer and employee satisfaction.

EN27

PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING
MATERIALS THAT ARE RECLAIMED BY CATEGORY

- Improved our capability and accuracy of tracking and managing packaging weights. This effort has potential positive implications on materials use, waste production, packaging management, regulatory compliance, customer satisfaction and employee satisfaction.

DMA LA
DISCLOSURE ON
MANAGEMENT APPROACH

LA1
TOTAL WORKFORCE

LA2
RATE OF NEW HIRES AND
EMPLOYEE TURNOVER

LA3
BENEFITS FOR FULL-TIME
EMPLOYEES

LA4
COLLECTIVE BARGAINING
AGREEMENTS

LA5
MINIMUM NOTICE PERIODS

LA6
HEALTH AND SAFETY
COMMITTEES

LA7
INJURY, DISEASES, LOST
DAYS, ABSENTEEISM AND
FATALITIES

LA8
EDUCATION, TRAINING,
COUNSELING, PREVENTION
AND RISK-CONTROL
PROGRAMS

LA9
HEALTH AND SAFETY
TOPICS

LA10
EMPLOYEE TRAINING

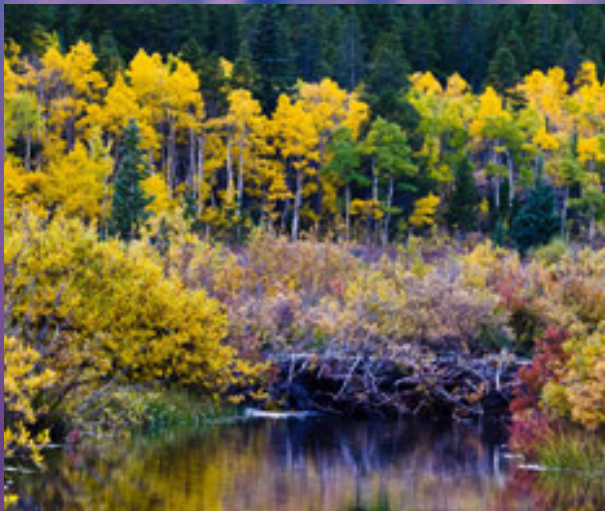
LA11
PROGRAMS FOR SKILLS
MANAGEMENT AND
LIFELONG LEARNING

LA12
PERFORMANCE REVIEWS

LA13
GOVERNANCE BODIES

LA14
RATIO OF BASIC SALARY
OF MEN TO WOMEN

LA15
RETURN TO WORK AND
RETENTION RATES AFTER
PARENTAL LEAVE



MARTY GROVE, UNITED STATES

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

PERFORMANCE INDICATORS

500

RECOGNIZED IN THE TOP TEN
 “MOST ADMIRABLE COMPANIES”
 IN FORTUNE 500 LIST
 FOR 2011—INDUSTRY
 CATEGORY “MEDICAL AND
 PRECISION EQUIPMENT.”

DMA LA
DISCLOSURE ON MANAGEMENT APPROACH LA

Agilent conducts its business with uncompromising integrity and promotes human rights within the company’s sphere of influence. See [Agilent’s Human Rights and Labor Policy](#).

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

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

[Agilent Culture](#)

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

[Agilent Employer Awards](#)

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent’s Labor and Employee policies and processes align with ISO Core subjects: Organizational Governance 6.2, Human rights 6.3 and Labor Practices 6.4.

LA1
TOTAL WORKFORCE BY EMPLOYMENT TYPE, EMPLOYMENT CONTRACT, AND REGION BROKEN DOWN BY GENDER

The total workforce broken down by employees, supervised workers, and gender.

18,909 total	67% male/33% female
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The total number of employees broken down by type of employment contract and gender.

Employment Contract Type	% of total workforce	% Male/Female
Full-Time	98%	68%/32%
Part-Time	2%	26%/74%

The total workforce broken down by region and gender based on the scale of the organization’s operations.

Region	% of total workforce	% Male/Female
Americas	38%	69%/31%
Asia Pacific	42%	63%/37%
Europe	20%	73%/27%

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

LA2

TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER, AND REGION

Hiring top talent around the globe helps to ensure that Agilent maintains its leadership as the world's premier measurement company.

Total number of new employee hires entering employment during the reporting period broken down by gender.

New Employee Hires by Gender	Number
Male	1313
Female	690

Rate of new employee hires entering employment during the reporting period broken down by gender.

New Employee Hires by Gender	Percentage
Male	65.55%
Female	34.45%

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

New Employee Hires	Number	% of Total
Under 30 years of age	980	49%
Between 30-50 years of age	862	43%
Greater than 50 years of age	161	8%

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

Region	Total Number	% of Total
Asia Pacific	1129	56%
Europe	272	14%
Americas	602	30%

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

Employment Turnover (Voluntary)	2011
Number	1166
Turnover Rate	6.04%
Male/Female	65%/35%

Rate of employees leaving employment during the reporting period broken down by gender.

Employment Turnover (Voluntary) Gender	Number	Rate
Male	763	3.95%
Female	403	2.09%

Rate of employees leaving employment during the reporting period broken down by age group.

Employment Turnover (Voluntary) Age	Number	Rate
Under 30 years of age	359	1.86%
Between 30-50 years of age	610	3.16%
Greater than 50 years of age	197	1.02%

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

Employment Turnover (Voluntary) Region	Number
Americas	299
Asia Pacific	707
Europe	160

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

LA3

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES, BY MAJOR OPERATIONS

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

Our rewards are offered to eligible employees and comply with local legal requirements.

Our Total Pay program includes base pay, variable pay, such as the Agilent Results Bonus and Individual Performance Bonus, and sales incentive compensation. Pay is differentiated based on company and individual performance.

Benefits such as health and welfare benefits, retirement plans and time off provide a foundation to support employee well-being and financial security.

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

Our Recognition program is one of the tools available to acknowledge an employee's performance. It includes cash bonuses, cash-equivalent gifts and non-cash awards.

LA5

MINIMUM NOTICE PERIOD(S) REGARDING SIGNIFICANT OPERATIONAL CHANGES, INCLUDING WHETHER IT IS SPECIFIED IN COLLECTIVE AGREEMENTS

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

LA6

PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS

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

LA7

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

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

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

Agilent Occupational (IR) Rate Globally 2011–0.52; Regionally AM–1.01; AP–0.10; EU 0.49.

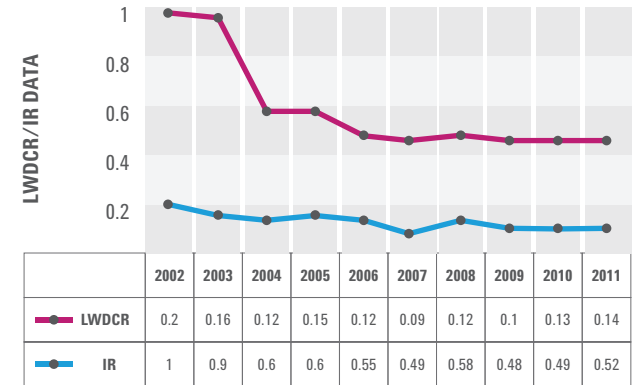
See graph for Global IR rates.

Agilent Occupational (LWDCR) Rate Globally 2011–0.14; Regionally AM–0.14; AP–0.06; EU 0.30.

See graph for Global LWDCR rates.

There was one fatality resulting from a motor vehicle accident in FY2011 (male employee in Asia Pacific region).

Agilent Global LWDCR Data 2002-2011



LA8

EDUCATION, TRAINING, COUNSELING, PREVENTION, AND RISK-CONTROL PROGRAMS IN PLACE TO ASSIST WORKFORCE MEMBERS, THEIR FAMILIES, OR COMMUNITY MEMBERS REGARDING SERIOUS DISEASES

Agilent provides a number of programs and educational opportunities aimed at managing serious diseases and medical situations both personally and with family and community members. Agilent EHS standards maintain employee exposure levels for harmful agents in the workplace well below regulatory requirements. Agilent Workplace Services has both Emergency Action and Disaster Recovery Plans that address serious medical events or disease outbreaks (e.g., pandemic events). The Agilent Human Resources and Benefits organizations

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

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

LA9 HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS

As required at a country level, Health and Safety topics are included for discussion with local worker councils or trade unions.

LA10 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER AND BY EMPLOYEE CATEGORY

To encourage learning occurring anywhere, anytime for our globally distributed workforce, we continue to make available self-paced e-learning 24 hours a day/seven days a week. In 2011, approximately 95% of employees took advantage of this capability. Some of the major development programs offered via self-paced e-learning are our beSecure series focusing on security and risk awareness; our Standards of Business Conduct, and Customer Entertainment & Travel series; our Environment, Safety and Compliance series; and our Product and Technology series for our customer-facing employees.

LA11 PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS

Agilent understands that the collective skills of our employees are critical to our success. Toward that end, Agilent is deeply committed to providing an environment where employees can expand their knowledge, develop new skills, and contribute their best work.

Research has suggested that the most valuable development occurs when learning is applied on the job, solving real business problems. The following three approaches to employee development are used effectively at Agilent and are provided based on business need:

- **Work Assignments:** Challenging jobs, special assignments, project initiatives and job rotations.
- **Learning from Others:** Coaching, mentoring, and networking with internal and external people with experience or expertise.
- **Training:** Specific technical and business skill development provided internally by Agilent or externally by qualified educational institutions via a classroom, online, or self-study format.

LA12 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER

One hundred percent of Agilent employees receive regular performance reviews.

LA13 COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY ACCORDING TO GENDER, AGE GROUP, MINORITY GROUP MEMBERSHIP, AND OTHER INDICATORS OF DIVERSITY

The percentage of employees in the gender category (female/male).

Employee Gender	% of Total
Male	67%
Female	33%

The percentage of employees by age group (under 30; 30-50; over 50).

All Employees by Age	% of Total
Under 30 years of age	15%
Between 30-50 years of age	59%
Greater than 50 years of age	26%

The percentage of individuals within the organization's governance bodies in the gender category (female/male).

Executives and Senior Management	% of Total
Male/Female	74%/26%
Under 30 years of age	0
Between 30-50 years of age	41%
Greater than 50 years of age	59%

LA14
RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN BY EMPLOYEE CATEGORY, BY SIGNIFICANT LOCATIONS OF OPERATION

The following data indicates the salary ratio of men to women by employee category. The ratios shown were calculated by determining the comparative ratio (compa-ratio) of men and women in each employee category and dividing the average compa-ratio for men by the average compa-ratio for women. Compa-ratio indicates an individual’s pay position versus the mid-point of the pay range for their job. Using compa-ratio enables us to compare pay position across varying types of jobs and markets. Within Agilent, three major employee categories are Individual Contributor A (ICA; typically non-exempt), Individual Contributor B (ICB; typically exempt) and People Manager (PM).

Employee Category	Ratio of average Compa-Ratio Men/Women
ICA	1.0
ICB	1.0
PM	1.0

LA15
RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE, BY GENDER

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

- **Flexible Work Arrangements:** More than 15 percent of Agilent employees use alternatives to traditional Monday-through-Friday work arrangements. These include part-time, telecommuting, job-shares and variable work schedules.
- **Flexibility Practices:** Agilent is proud of its heritage of providing flexible work hours for employees. Agilent’s Flexible Time Off (FTO) program lets employees use paid time off for vacation, personal business, and illness.
- **Reinventing Work:** This program helps work teams examine work processes with a work/life focus. It provides a framework for managers and employees to address job demands and work-pressure issues.
- **Dependent Care Resource and Referral:** Agilent provides a variety of resource and referral services for

employees who have dependent care responsibilities for children, elders, people with disabilities and others. Our goal is to help employees handle dependent care responsibilities so they can achieve their business objectives while they are at work. Centralized programs and information aim to provide support to all of Agilent. Local entities may choose to make additional dependent care investments in locations where community-based services are inadequate and business objectives are impacted.

- **Working Parent Network:** Agilent supports a variety of working parent networks in which employees share resources, tools and other services.
- **MagellanAssist (U.S.):** Offers data sheets—available worldwide—providing information on a broad range of work/life challenges plus consulting and written materials.
- **Mother’s Room:** Some Agilent facilities offer a “mother’s room” to support new moms returning to work, and the nursing needs of their babies.
- **Quiet Room:** Some Agilent facilities offer a “quiet room” to support employees who need a break, respite or quiet time.

DMA HR
DISCLOSURE ON
MANAGEMENT APPROACH

HR2
HUMAN RIGHTS
SCREENING

HR3
HOURS OF EMPLOYEE
TRAINING

HR4
INCIDENTS OF
DISCRIMINATION

HR5
SUPPLIERS WITH
SIGNIFICANT RISKS FOR
THE RIGHT TO EXERCISE
FREEDOM OF ASSOCIATION
AND COLLECTIVE
BARGAINING

HR6
SUPPLIERS WITH
SIGNIFICANT RISKS FOR
CHILD LABOR

HR7
SUPPLIERS WITH
SIGNIFICANT RISK OF
FORCED OR COMPULSORY
LABOR

HR10
OPERATIONS SUBJECT TO
HUMAN RIGHTS REVIEWS
AND ASSESSMENTS

HR11
GRIEVANCES RELATED
TO HUMAN RIGHTS



WUN-HOE CHONG, SINGAPORE

SOCIAL: HUMAN RIGHTS

PERFORMANCE INDICATORS

DMA HR
DISCLOSURE ON MANAGEMENT APPROACH HR

Agilent was an early adopter of ISO 26000 and subscribes to guidance on the seven core components for Corporate Social Responsibility.

Social responsibility: 7 core subjects



Agilent is proud of its record of uncompromising integrity and the measures it takes to uphold the highest standards of conduct among its employees, business partners and suppliers around human rights.

Agilent conducts its business with uncompromising integrity and promotes human rights within the company’s sphere of influence. The company publically displays [Human Rights and Labor Policy](#).

Our commitment to Human Rights extends through our supply chain. Agilent expects its suppliers to adhere to a high standard of environmental and social responsibility values, as outlined in our [Supplier Environmental and Social Responsibility \(ESR\) Code of Conduct](#). Agilent’s Code of Conduct requires suppliers to adopt sound environmental, health and safety management practices and incorporates eight International Labor Organization (ILO) Conventions that have been identified as fundamental to the rights of human beings at work. Agilent has programs in place to monitor our suppliers’ conformance with the Supplier Code of Conduct.

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent’s Human Rights policies and practices align with ISO Core subjects: Human rights 6.3 and Labour Practices 6.4 and Fair Operating Practices 6.6

**HR2
PERCENTAGE OF SIGNIFICANT SUPPLIERS, CONTRACTORS,
AND OTHER BUSINESS PARTNERS THAT HAVE UNDERGONE
HUMAN RIGHTS SCREENING AND ACTIONS TAKEN**

One hundred percent of Agilent’s supplier contracts include a reference to Third-Party Audits. Agilent has the right to audit all suppliers for compliance with the Agilent Supplier Code of Conduct. We employ an independent third party to audit and evaluate our suppliers’ compliance with our Supplier Code of Conduct, including monitoring each supplier’s compliance with all applicable labor laws governing forced labor, slavery and human trafficking, as set forth in the California Transparency in Supply Chains Act of 2010.

- Accountability Standards on Human Rights: Agilent has a zero tolerance policy for violations.

[Agilent CTISCA Statement](#)

Agilent has an established Supplier Environmental, Health, Safety and Social Responsibility program as well as a Supplier Code of Conduct which applies to all suppliers.

[Agilent Supplier Code of Conduct](#)

Agilent conducts random onsite surveys of suppliers for compliance with Agilent’s Supplier Code of Conduct. In cases where there are issues with adherence to Agilent’s supplier expectations, corrective actions are implemented and monitored by Agilent’s third party auditor DEKRA. In 2011 DEKRA performed 18 onsite audits of Agilent-identified suppliers in Malaysia, the People’s Republic of China, South Korea, Mexico and the United States. These sites were found to be in compliance with, or are provided corrective actions to become compliant with, Agilent’s stated EHSSR program.

All corrective actions were completed in FY11.

**HR3
TOTAL HOURS OF EMPLOYEE TRAINING ON POLICIES AND
PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS
THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE
PERCENTAGE OF EMPLOYEES TRAINED**

All Agilent employees participate in the annual required training in Standards of Business Conduct with customers, suppliers and employees.

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

GIVING

IN COMMUNITIES WHERE AGILENT OPERATES, WE CONTRIBUTE THROUGH FOUNDATION AND COMPANY GRANTS, EMPLOYEE VOLUNTEERISM, PUBLIC POLICY AND COMMUNITY PARTNERSHIPS IN THE AREAS OF SCIENCE EDUCATION, AND WORKPLACE GIVING CAMPAIGNS.

HR4

TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

Agilent Technologies Human Rights and Labor Policy

Agilent acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Our core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Agilent to conduct its business with uncompromising integrity and to promote human rights within the company’s sphere of influence.

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

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

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

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

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

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

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

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

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

[Agilent Supplier Code of Conduct](#)

SOCIAL: HUMAN RIGHTS

HR5 OPERATIONS AND SIGNIFICANT SUPPLIERS IDENTIFIED IN WHICH THE RIGHT TO EXERCISE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT SIGNIFICANT RISK, AND ACTIONS TAKEN TO SUPPORT THESE RIGHTS

Agilent is unaware of any operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at risk.

Agilent's endorses the concept and right to exercise freedom of association as Agilent subscribes to UN Declaration of Human Rights and Supplier Code of Conduct and complies with the California Supply Chain Transparency Act (CTISCA).

[Agilent's Human Rights and Labor Policy](#)

[Agilent Supplier Code of Conduct](#)

[Agilent CTISCA Statement](#)

HR6 OPERATIONS AND SIGNIFICANT SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR, AND MEASURES TAKEN TO CONTRIBUTE TO THE ELIMINATION OF CHILD LABOR

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

Agilent has established a Supplier Environmental, Health, Safety and Social Responsibility program as well as a Supplier Code of Conduct.

[Agilent Environmental Expectations](#)

Agilent conducts random onsite surveys of suppliers for compliance with Agilent's Supplier Code of Conduct. In cases where there are issues with adherence to Agilent's supplier expectations, corrective actions are implemented and monitored by Agilent's third party auditor DEKRA. All corrective actions were completed in FY11.

HR7 OPERATIONS AND SIGNIFICANT SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR, AND MEASURES TO CONTRIBUTE TO THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOR

Agilent is unaware of any operations and significant suppliers having a significant risk for incidents of forced or compulsory labor.

Agilent has an established Supplier Environmental, Health, Safety and Social Responsibility program as well as a Supplier Code of Conduct which applies to all suppliers. In addition, Agilent complies with the California Supply Chain Transparency Act of 2010.

[Agilent CTISCA Statement](#)

Agilent conducts random onsite surveys of suppliers for compliance with Agilent's Supplier Code of Conduct. In cases where there are issues with adherence to Agilent's supplier expectations corrective actions are implemented and monitored by Agilent's third party auditor DEKRA. All corrective actions were completed in FY11.

HR10 PERCENTAGE AND TOTAL NUMBER OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS AND/OR IMPACT ASSESSMENTS

Agilent is unaware of any operations that have been subjected to human right reviews or impact assessments.

HR11 NUMBER OF GRIEVANCES RELATED TO HUMAN RIGHTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS

Agilent is unaware of any grievances related to human rights filed through formal grievance mechanisms.



HELOISE TAN, MALAYSIA

DMA S0
DISCLOSURE ON
MANAGEMENT APPROACH

S01
OPERATIONS WITH
IMPLEMENTED
LOCAL COMMUNITY
ENGAGEMENT, IMPACT
ASSESSMENTS, AND
DEVELOPMENT PROGRAMS

S02
BUSINESS UNITS ANALYZED
FOR RISKS RELATED TO
CORRUPTION

S03
EMPLOYEES TRAINED
IN ORGANIZATION'S ANTI-
CORRUPTION POLICIES

S04
ACTIONS TAKEN IN
RESPONSE TO INCIDENTS
OF CORRUPTION

S05
PUBLIC POLICY POSITIONS

S06
CONTRIBUTIONS TO
POLITICAL PARTIES

S07
TOTAL NUMBER OF LEGAL
ACTIONS AND THEIR
OUTCOMES

S08
MONETARY VALUE OF
SIGNIFICANT FINES

SOCIAL: SOCIETY

PERFORMANCE INDICATORS

FOUR HOURS

AGILENT PROVIDES EMPLOYEES UP TO FOUR HOURS OF PAID TIME OFF PER MONTH (WITH MANAGER APPROVAL) TO VOLUNTEER WITH AGILENT-SPONSORED OR SUPPORTED COMMUNITY ACTIVITIES.

DMA S0 DISCLOSURE ON MANAGEMENT APPROACH S0

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

- Reduce our negative impacts on the environment
- Protect the occupational health and safety interests of our employees
- Ensure customer requirements are met
- Enhance our value to our communities
- Ensure the highest levels of quality in our products and services
- Increase our competitiveness
- Create a consistent approach across business groups, where applicable
- Meet the expectations of our stakeholders
- Conduct business in an ethical manner
- Agilent considers external charters, principles and guidelines that have been developed through multi-stakeholder processes to guide our business activities. We also participate in a variety of intra- and cross-industry forums to address emerging issues, develop industry-wide approaches to social and environmental challenges and cooperate with governments, non-governmental organizations (NGOs) and other stakeholders on common concerns.

As part of our Corporate Citizen Objectives, Agilent strives to be an economic, intellectual and social asset to each nation and community where we conduct business. Agilent has been consciously and strongly committed

to community involvement through many initiatives—Agilent Technologies Foundation, Agilent Giving and other signature programs aimed at giving back to the community.

[Agilent in Communities](#)

[Agilent Corporate Brochure](#)

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent’s Social and Community initiatives align with ISO Core subjects: Organizational Governance 6.2, Fair Operating Practices 6.6 and Community Involvement and Development 6.8

S01

PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

Volunteerism is a key element of our core values and the cornerstone of our corporate citizenship efforts.

Many health and human-care agencies were aided by Agilent volunteers during community service events in support of the company’s annual giving campaign. One hundred percent of the Agilent sites participating in the giving campaign held community outreach programs.

All Agilent communities supported the annual Engineers Week, with a focus on girls in engineering. We provided support in hosting events and serving as organizers and presenters. Our worldwide communities are not only sites with large employee populations but also individuals in field locations.

7

AGILENT IS AN EARLY ADOPTER OF ISO 26000—AND SUBSCRIBES TO THE SEVEN CORE ELEMENTS OF CORPORATE SOCIAL RESPONSIBILITY

S02
PERCENTAGE AND TOTAL NUMBER OF BUSINESS UNITS ANALYZED FOR RISKS RELATED TO CORRUPTION

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

S03 **PERCENTAGE OF EMPLOYEES TRAINED IN ORGANIZATION’S ANTI-CORRUPTION POLICIES AND PROCEDURES**

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

S04 **ACTIONS TAKEN IN RESPONSE TO INCIDENTS OF CORRUPTION**

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

S05
PUBLIC POLICY POSITIONS AND PARTICIPATION IN PUBLIC POLICY DEVELOPMENT AND LOBBYING

Agilent positions statements are published at [Agilent Position Statements](#). See also [Agilent’s Corporate Governance](#).

S06
TOTAL VALUE OF FINANCIAL AND IN-KIND CONTRIBUTIONS TO POLITICAL PARTIES, POLITICIANS, AND RELATED INSTITUTIONS BY COUNTRY

Agilent contributes to dialogue and decision-making on public policies affecting the company, our employees or our operations. Agilent policy forbids anti-competitive behavior, anti-trust, and monopoly practices. In 2011, Agilent provided no financial or in-kind contributions to political parties.

S07
TOTAL NUMBER OF LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLY PRACTICES AND THEIR OUTCOMES

Agilent policy forbids anti-competitive behavior, anti-trust, and monopoly practices.

S08
MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS

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

DMA PR
DISCLOSURE ON
MANAGEMENT APPROACH

PR1
LIFE CYCLE STAGES

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

PR3
TYPE OF PRODUCT AND
SERVICE INFORMATION
REQUIRED BY PROCEDURES

PR4
INCIDENTS OF
NON-COMPLIANCE

PR5
PRACTICES RELATED TO
CUSTOMER SATISFACTION

PR6
PROGRAM FOR ADHERENCE
TO LAWS, STANDARDS,
AND VOLUNTARY CODES

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

PR8
TOTAL NUMBER OF
SUBSTANTIAL COMPLAINTS

PR9
MONETARY VALUE OF
SIGNIFICANT FINES



LI CHEN, CHINA

SOCIAL: PRODUCT RESPONSIBILITIES

PERFORMANCE INDICATORS

SOCIAL: PRODUCT RESPONSIBILITIES

DMA PR DISCLOSURE ON MANAGEMENT APPROACH PR

Agilent's Business Management System (BMS) is designed to support our three business groups, Electronic Measurement Group (EMG), Chemical Analysis Group (CAG), and Life Sciences Group (LSG), so that Agilent products, services and interactions consistently and effectively meet customer expectations and applicable regulatory requirements, and provide a mechanism for continual improvement.

The Agilent Business Management System provides a framework from which business groups and operations can make decisions appropriate to their specific business, customer, and geographic needs while ensuring that applicable minimum standards are met.

The Agilent Business Management System describes the minimum standards and the required processes for the business groups' business management systems that are designed to conform to ISO 9001:2008. Each business group maintains its business management system to illustrate its specific required processes for meeting customer expectations and, where applicable, other standards such as ISO14001, ISO/IEC 17025, AS 9100, ISO 13485, or TL 9000. The Agilent infrastructure organizations provide centrally managed, business critical services and operate as internal service suppliers to the business groups.

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

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

In FY2011:

- Agilent sponsored 63 innovative product- and process-related projects focused on environmental sustainability.
- Agilent continues to make significant investments in environmental data management collection, tools, applications and processes to ensure our supply chain is free of restricted hazardous materials.
- In cooperation with industry and academia, Agilent drove significant developments in utilizing lead-free solder and components in complex electronics production and long-term reliability.
- Agilent made significant progress on moving the vast majority of our product portfolio toward EU Restriction of Hazardous Substance (RoHS) compliance, well in advance of applicable regulatory deadlines (2017).
- In 2011 Agilent introduced its "Green Label" initiative, which is in compliance with Federal Trade Commission and EU guidelines for environmental friendly or sustainability claims.
- Agilent introduced the [Environmental Compliance Framework](#) in 2011 to sustain and facilitate compliant product design, development, production, refurbishment and support.
- We launched an interactive educational awareness online tool, [Planet Agilent](#).

Learn more about Agilent's Innovation at [Agilent Synergies](#).

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

PR1 LIFE CYCLE STAGES IN WHICH HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES ARE ASSESSED FOR IMPROVEMENT AND PERCENTAGE OF SIGNIFICANT PRODUCTS AND SERVICES CATEGORIES SUBJECT TO PROCEDURES

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

PR2 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING HEALTH AND SAFETY IMPACTS AND SERVICES DURING THEIR LIFE CYCLE BY TYPE OF OUTCOMES.

Agilent received one non-compliance notice which was resolved and the issue was closed in a timely manner.

63

63 INNOVATIVE ENVIRONMENTAL/SUSTAINABILITY PRODUCT-RELATED PROJECTS AND/OR PROCESSES WERE INITIATED IN 2011.

**PR3
TYPE OF PRODUCT AND SERVICE INFORMATION
REQUIRED BY PROCEDURES AND PERCENTAGE OF
SIGNIFICANT PRODUCTS AND SERVICES SUBJECT
TO SUCH INFORMATION REQUIREMENTS**

Agilent complies with required labeling for substance identification in our products in accordance with required regulations, and safe use guidance for products produced by Agilent. In addition, Agilent provides end-of-life management options where legally required. Agilent aims to minimize the environmental impact of its products and operations. Reuse programs are offered for selected Agilent products, which address the requirements posed by the European WEEE (Waste from Electrical & Electronic Equipment) Directive. Please see [Agilent's Take Back Program](#).

**PR4
TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH
REGULATIONS AND VOLUNTARY CODES CONCERNING
PRODUCT AND SERVICE INFORMATION AND LABELING, BY
TYPE OF OUTCOMES**

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

**PR5
PRACTICES RELATED TO CUSTOMER SATISFACTION,
INCLUDING RESULTS OF SURVEYS MEASURING
CUSTOMER SATISFACTION**

Through our Agilent Customer Satisfaction program, we survey customers who interact with various touch-points across our businesses and regions, and we

provide continual updates to our management. In addition, our Agilent Market Survey provides a measure of our customers' loyalty compared to the loyalty of our competitors' customers. The results are used to identify opportunities for growth and areas where additional business investments are warranted. Agilent is associated with trust, safety and success due to its heritage, breadth of high quality products and long-standing reputation.

**PR6
PROGRAM FOR ADHERENCE TO LAWS, STANDARDS,
AND VOLUNTARY CODES RELATED TO MARKETING
COMMUNICATIONS, INCLUDING ADVERTISING, PROMOTION
AND SPONSORSHIP**

Our brand is shaped by every experience customers, partners, shareholders, and constituents have with Agilent. Every action we take ensures that these experiences consistently build and enforce Agilent as the world's premier measurement company. Our internal Brand Identity System has a rigorous process for claim substantiation and is aligned with [Federal Trade Commission](#) and legal guidelines.

**PR7
TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH
REGULATIONS AND VOLUNTARY CODES CONCERNING
MARKETING COMMUNICATIONS, INCLUDING ADVERTISING,
PROMOTION AND SPONSORSHIP BY TYPE OF OUTCOMES**

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

SOCIAL: PRODUCT RESPONSIBILITIES

PR8

TOTAL NUMBER OF SUBSTANTIAL COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF DATA

Agilent is unaware of any complaints regarding breaches of customer privacy and loss of data. To demonstrate the importance of customer privacy, Agilent has entered into three voluntary data privacy programs: the [US-EU Safe Harbor](#), [U.S.-Swiss Safe Harbor](#) and [TRUSTe](#). For more information, please see: [Agilent Customer Privacy Statement](#).

PR9

MONETARY VALUE OF SIGNIFICANT FINES FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES

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



JOHN GUILFORD, UNITED STATES

GLOSSARY AND ACRONYMS

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

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

EHS Environmental, health and safety.

EHSMS Environmental, health and safety management system.

ESR Environmental and Social Responsibility.

Fiscal year For Agilent, this is November 1 to October 31.

FTC Federal Trade Commission

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

Gigajoule 1 gigajoule = 277.78 kilowatt-hour.

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

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

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

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

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

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

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

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

Lost-workday case rate The lost-workday case rate provides information on the number of occupational lost-workday injury/illness cases multiplied by 200,000, then divided by the hours worked for the same time period in which the injuries occurred. For example, if you had one lost-workday injury/illness case in a quarter and 50,000 hours worked, then the calculation would be: $1 \times 200,000 / 50,000 = 4.0$ lost-workday case rate.

Megawatt hour 1 megawatt hour = 1,000 kilowatt hours.

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

RoHS Restriction of Hazardous Substances

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DOWNLOAD

To download this report and
previous reports, please visit
[www.agilent.com/go/
sustainability](http://www.agilent.com/go/sustainability).

SHARE YOUR THOUGHTS

We welcome input about Agilent's
Corporate Citizenship efforts or
the Corporate Citizenship Report
2011 at [corporate.citizenship@
agilent.com](mailto:corporate.citizenship@agilent.com).

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May 11, 2012

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LEE SAN CHUNG, MALAYSIA

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