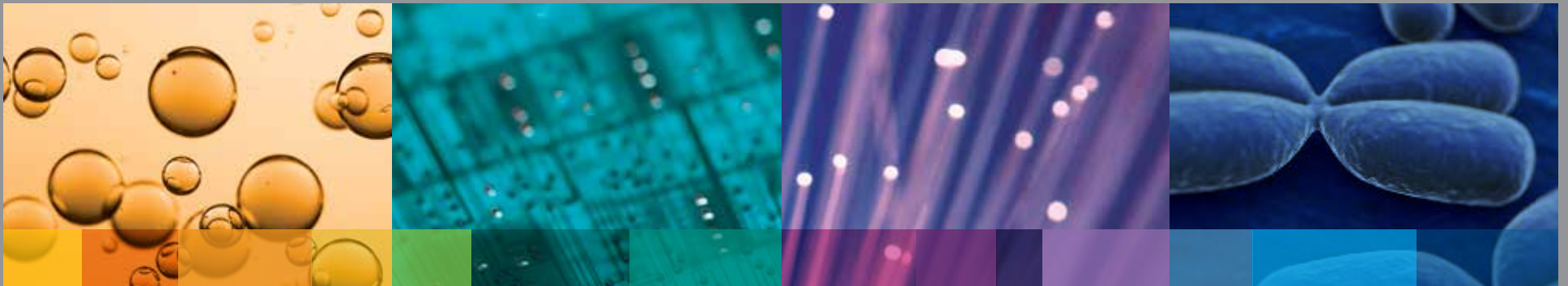




SOCIAL RESPONSIBILITY BEYOND MEASUREMENT

2012 CORPORATE CITIZENSHIP REPORT



Agilent Technologies

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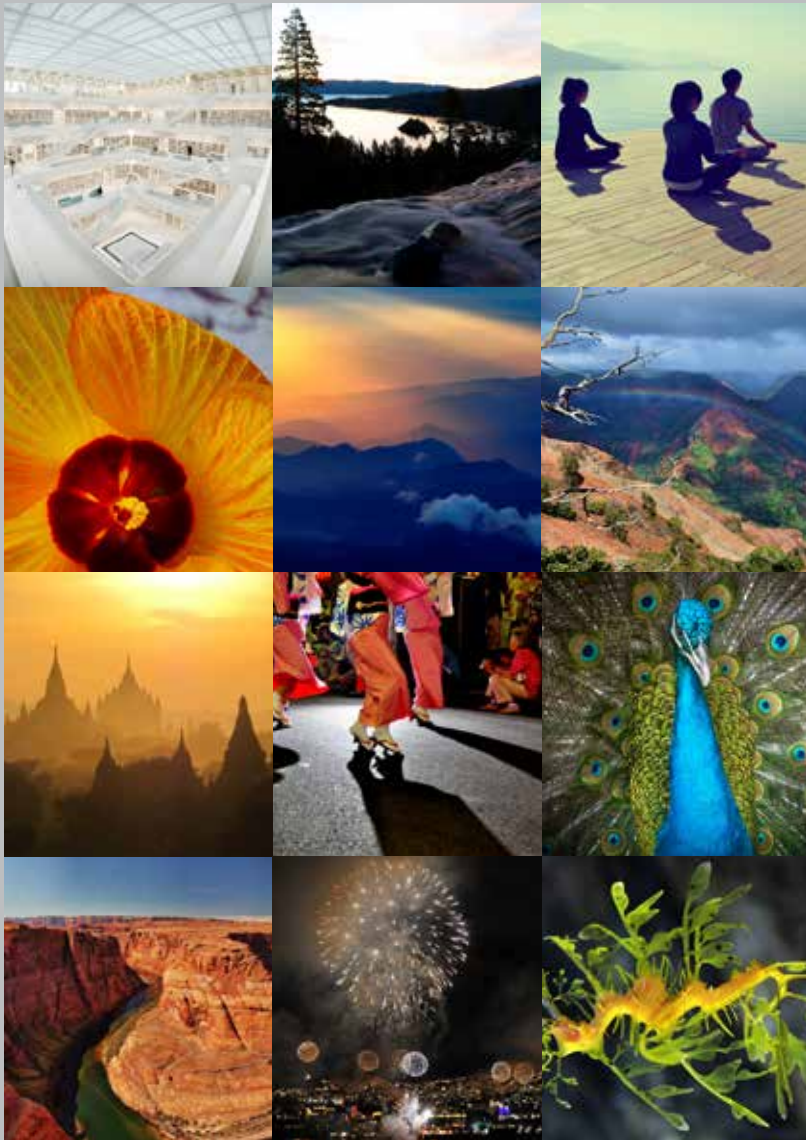
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A LEADER IN CORPORATE CITIZENSHIP

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. 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 sustainability 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 perspectives and creativity with the entire Agilent community.

UNCOMPROMISING INTEGRITY



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

Agilent Technologies' 2012 Corporate Citizenship Report demonstrates the commitment of our company, leaders, and employees to the highest standards of social and environmental responsibility. We are proud to recognize corporate citizenship as a fundamental value throughout Agilent's long, almost 75-year heritage as an industry leader.

Agilent's Corporate Citizenship and Responsibility Report provides details of our sustainability strategies and philanthropic efforts in 2012. I would like to highlight just a few of our accomplishments from the past year.

For the first time, we conducted a greenhouse gases "hot spot" analysis throughout our indirect supply chain. Our goal is to increase Agilent's use of suppliers who are environmental leaders in their respective categories. This is one step in our long journey to lower Agilent's carbon footprint and reduce our companywide greenhouse gas emissions.

We have updated Agilent's supplier code of conduct to ensure compliance with Environmental,

Health, Safety, and Social Responsibility guidelines throughout our supply chain. Suppliers are now accountable for ensuring that their subcontractors also comply with EHSSR guidelines, with responsibility for taking corrective action as necessary.

I am especially pleased to report that Agilent's Electronic Measurement Group now has more than 2,000 products designed to be compliant with the European Union's Restriction of Hazardous Substances directive. This is four years ahead of the 2017 regulatory deadline for test and measurement products.

Agilent now includes a corporate citizenship overview in all new employee orientation, ensuring that social and environmental responsibility will continue to be a part of our culture moving forward. We are proud to support our customers, investors, and communities in making our world a better, healthier, and more sustainable place to live.

A handwritten signature in black ink, appearing to read "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's 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's Volunteer Policy](#).

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

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

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

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

Supplier Code of Conduct

Our [Supplier Code of Conduct](#) states that we will not establish or maintain a business relationship with a supplier if we believe that its practices violate local laws or basic international principles relating to human rights, anti-corruption, bribery, labor standards, or environmental protection. We expect our suppliers, and their suppliers, to adhere to environmental and social responsibility principles that are similar to those valued in Agilent.

Quality Policy

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, and operations. In 2012, Agilent provided no financial or in-kind contributions to political parties.

SUSTAINABILITY STRATEGY

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

Environmental

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

Social

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

Health and Safety

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

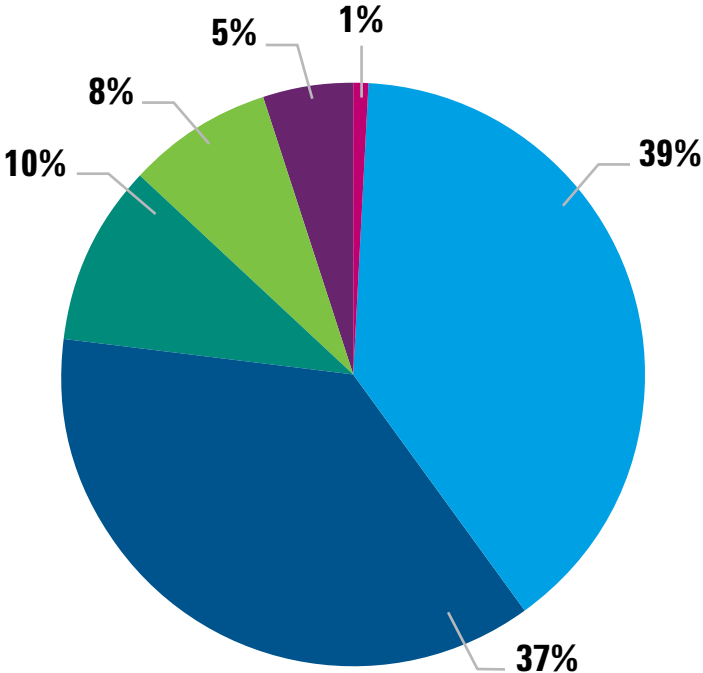
Supplier

- 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



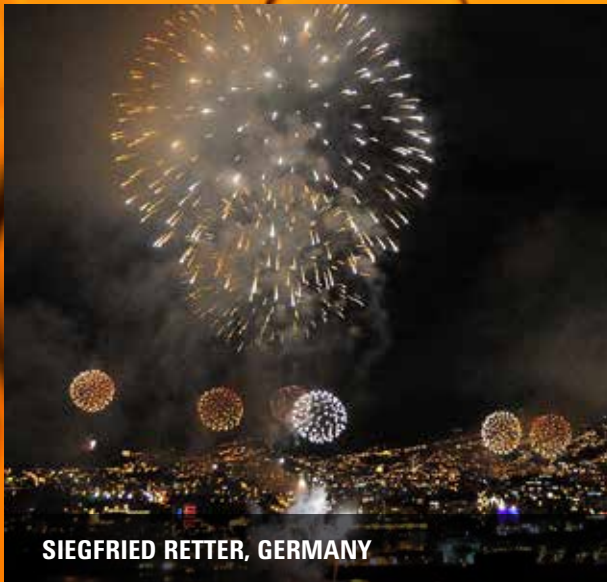
- University Research 39%
- University Equipment 37%
- Community Science Education 10%
- Giving Campaign Employee Match 8%
- Community Investment (non-education) 5%
- University Employee Match 1%

In 2012, Agilent and the Agilent Technologies Foundation provided \$8.2 million in university grants and equipment supporting science and technology research at the forefront of electronic and bio-analytic measurement technologies. In addition, \$1.1 million in pre-university science-education grants supported programs reaching more than 6,000 educators and 600,000 students worldwide. Through employee match programs and other community investments, Agilent and the foundation provided \$1.5 million in donations. In total, Agilent and the Agilent Technologies Foundation invested more than \$10 million in philanthropic cash and equipment in 2012.

For more information, see the Agilent Technologies Foundation [financial statement for FY12](#).

1.1
STRATEGY AND ANALYSIS
STATEMENT

1.2
DESCRIPTION OF KEY
IMPACTS, RISKS, AND
OPPORTUNITIES



SIEGFRIED RETTER, GERMANY

STRATEGY AND ANALYSIS

PROFILE DISCLOSURES

1.1

STRATEGY AND ANALYSIS STATEMENT

This report describes Agilent'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. Agilent's Corporate Citizenship Report details our accomplishments at a corporate level as well as the generosity of the Agilent Technologies Foundation for fiscal year 2012. In presenting our environmental and social responsibility strategy, Agilent has used the Global Reporting Initiative (GRI) 3.1 format to provide greater transparency and accountability in our public disclosure of our corporate citizenship efforts.

1.2

DESCRIPTION OF KEY IMPACTS, RISKS, AND OPPORTUNITIES

Agilent 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's ISO 14001-certified companywide 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
SIGNIFICANT CHANGES
DURING THE REPORTING
PERIOD REGARDING
SIZE, STRUCTURE,
OR OWNERSHIP

2.10
AWARDS RECEIVED IN
THE REPORTING PERIOD



MARTY GROVE, UNITED STATES

ORGANIZATIONAL PROFILE

PROFILE DISCLOSURES

#1

NO. 1 IN OVERALL TEST AND MEASUREMENT PRODUCTS, AS WELL AS IN GAS CHROMATOGRAPHS AND LIQUID CHROMATOGRAPHY/MASS SPECTROMETRY

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 19,220 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 four businesses—Chemical Analysis, Life Sciences, Diagnostics and Genomics, 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.”

BEST

NORTH BAY BUSINESS JOURNAL
 “BEST PLACE TO WORK”

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 19,220 employees serve customers in more than 100 countries. Agilent had net revenues of \$6.9 billion in fiscal 2012.

2.9

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

On June 21, 2012, Agilent acquired Dako, and on Sept. 12, 2012, the company created a fourth business group called Diagnostics and Genomics Group. DGG comprises Agilent’s Genomics Solutions Division and Dako.

More information about the Dako 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:

1. Ranked No. 3 in Glassdoor’s Top 25 Best Companies for Work Life Balance
2. Ranked No. 82 in Forbes’ Top 100 Innovative Companies in 2012
3. Named to Dow Jones Sustainability Index 2012/13
4. Ranked No. 11 on the Best Place to Work list in India (out of 550 companies)
5. Ranked No. 26 on the Newsweek Green Rankings
6. Davos 100 Global Most Sustainable Companies 2012
7. Agilent’s Santa Rosa, Calif., site selected in North Bay Business Journal as “Best Place to Work”
8. Manufacturing Awards: Partner in Education 2012

Technology and product innovation awards can be found at [Agilent 2012 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

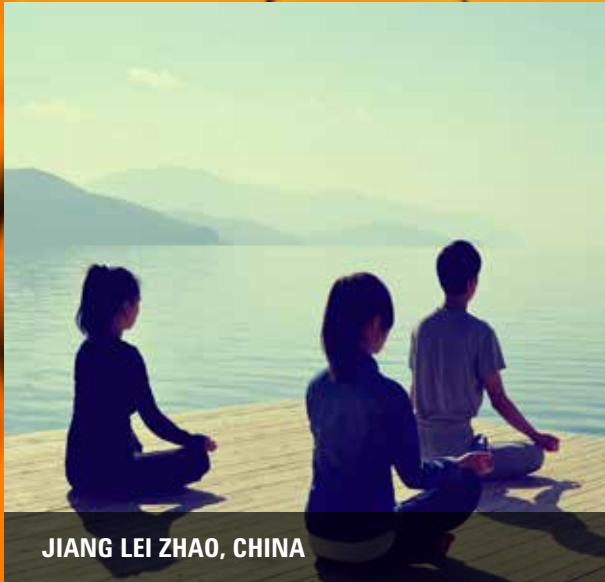
3.9
DATA MEASUREMENT
TECHNIQUES

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



JIANG LEI ZHAO, CHINA

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 2012 (Nov. 1, 2011, to Oct. 31, 2012). The data is recorded on a companywide basis unless otherwise indicated.

3.2

DATE OF MOST RECENT PREVIOUS REPORT

This is the 12th Corporate Citizenship Report (formally known as Environmental and Social Responsibility Report) produced by Agilent. Previous reports are available at [Archived 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 2012 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 A+.

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 2012 covers the following locations (includes manufacturing sites that are ISO 14001-certified and sites greater than 200,000 square feet):

Asia Pacific

China: Beijing, Shanghai, Chengdu

Japan: Hachioji

Malaysia: Penang

Singapore: Yishun

India: Manesar

Europe

Germany: Boeblingen, Waldbronn

UK: Oxford

Italy: Torino

Americas

U.S.: Santa Clara, Calif.; Santa Rosa, Calif.; Folsom, Calif.; Colorado Springs, Colo.; Boulder, Colo.; Newport, Del.; Little Falls, Del.; Cedar Creek, Texas

Agilent has 26 sites worldwide spread over 7,732,970 square feet. For this report's purpose we are reporting environment data for 19 sites that are ISO 14001-certified and are greater than 200,000 square feet in size, which cover 98 percent of total area.

3.7

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

All financial data is reported in U.S. dollars. Water and waste 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.

REPORT PARAMETERS

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 restatements 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 2012 Corporate Citizenship Report from previous reporting periods except that we are reporting environment data for three more sites: Manesar, India; Torino, Italy, and Oxford, UK.

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 that the claims regarding environmental, health, safety, and social responsibility (EHSSR), as they relate to Agilent-identified suppliers, found in this Agilent Corporate Citizenship Report 2012 are correct. In 2012, DEKRA performed audits of Agilent-identified suppliers in Malaysia, the People's Republic of China, the Republic of China, the Philippines, Mexico, and the United States. These suppliers were found to be in compliance with, or have provided corrective actions to become compliant with, Agilent's stated EHS&SR program, including but not limited to: policies regarding worker safety, environmental safety, Ozone Depleting Compounds (ODC), and those that strictly forbid and prevent any and all acts of human trafficking or slavery as those terms are used in the California Transparency in Supply Chains Act of 2010, California Civil Code, section 1714.43.

- Agilent energy, greenhouse gas emission, waste, and water data attested by external auditor TruCost in accordance with AA100AS (2008) type 2 moderate-level assurance. Detailed TruCost assurance statement is available at the [CCR 2012 website](#).



- 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 MEMBERS
OF THE BOARD

4.4
MECHANISMS TO PROVIDE
RECOMMENDATIONS
OR DIRECTION
TO THE HIGHEST
GOVERNANCE BODY

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

4.6
PROCESSES 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
ENDORSEMENT OF
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



CHRISTIAN KIEFER, GERMANY

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 2012, Agilent had nine board members, eight 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 an annual or 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 is bound by a code of ethics which specifically details requirements 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 on process to avoid conflict of interest 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 U.S. 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 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:

- 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
- Hackett 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 with 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 an annual or 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.

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.



LI CHEN, CHINA

ECONOMIC PERFORMANCE

DMA EC
DISCLOSURE ON
MANAGEMENT APPROACH

EC1
DIRECT ECONOMIC
VALUE GENERATED AND
DISTRIBUTED

EC2
FINANCIAL IMPLICATIONS
DUE TO CLIMATE CHANGE

EC3
BENEFIT PLAN OBLIGATIONS

EC4
GOVERNMENT ASSISTANCE

EC5
ENTRY-LEVEL WAGES

EC6
SPENDING ON LOCALLY
BASED SUPPLIERS

EC7
LOCAL HIRING

EC8
INFRASTRUCTURE
INVESTMENTS FOR
PUBLIC BENEFIT

EC9
INDIRECT ECONOMIC
IMPACTS

PERFORMANCE INDICATORS

DMA EC DISCLOSURE ON MANAGEMENT APPROACH EC

Agilent is a technology leader in communications, electronics, life sciences, and chemical analysis. With four primary business segments—Life Sciences, Chemical Analysis, Diagnostics and Genomics, and Electronic Measurement—we have 19,200 employees and serve customers in more than 100 countries. Agilent had revenue of \$6.9 billion in fiscal year 2012—a 3.5 percent increase over fiscal year 2011. 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 10-K and 10-Q filings with the U.S. Securities and 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 and Community Involvement and Development 6.8

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

In Agilent’s fiscal 2012, annual revenues of \$6.9 billion represented an increase of 3.5 percent over fiscal 2011. By maintaining a disciplined operating model, the company controlled expenses and delivered significant increases in our operating profits, gross margins, and earnings per share.

By maintaining strong free cash flow, we further strengthened our balance sheet. This strength allowed us to renew our commitment to enhancing shareholder value through share repurchases and a quarterly dividend. The first dividend was announced in January 2012.

For more information, go to the [Agilent 2012 Annual Report](#).

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.

EC3 COVERAGE OF THE ORGANIZATION’S DEFINED BENEFIT PLAN OBLIGATIONS

Refer to Agilent’s 2012 Annual Report: [Agilent 2012 Annual Report](#).

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

- We contributed \$30 million, \$33 million and \$30 million to our U.S. defined benefit plans in 2012, 2011, and 2010, respectively.
- We contributed \$54 million, \$59 million and \$47 million to our non-U.S. defined benefit plans in 2012, 2011, and 2010, respectively.
- We did not contribute to our U.S. post-retirement benefit plans in 2012 or 2011 and contributed \$1 million in 2010.
- Our non-U.S. defined benefit plans are generally funded ratably throughout the year.
- Total contributions in 2012 were \$84 million, or 9 percent less than 2011.
- Total contributions in 2011 were \$14 million, or 18 percent more than in 2010.

Our annual contributions are highly dependent on the relative performance of our assets versus our projected liabilities, among other factors. We expect to contribute approximately \$84 million to our U.S. and non-U.S. defined benefit plans and \$2 million to our U.S. post-retirement benefit plans during 2013.

**\$6.9
BILLION**

AGILENT HAD REVENUE OF
\$6.9 BILLION IN FY12—A 3.5
PERCENT INCREASE OVER FY11.

**EC4
SIGNIFICANT FINANCIAL ASSISTANCE RECEIVED
FROM GOVERNMENT**

Agilent received no financial assistance from any government agency in fiscal 2012.

**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.

**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 underrepresented groups around the world, and works to build an inclusive environment that develops and retains employees.

\$10M

THROUGH OUR BUSINESSES,
EMPLOYEES AND FOUNDATION,
AGILENT'S PHILANTHROPIC
EFFORTS TOTALED OVER
\$10 MILLION IN FY12

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

In fiscal 2012, through our businesses, employee programs, and foundation, our philanthropic efforts totaled over \$10 million.

Agilent and the Agilent Technologies Foundation's philanthropic investments in university research totaled \$4,218,614.

Agilent donated approximately \$3,991,000 in equipment to universities.

Agilent and the Agilent Technologies Foundation invested \$1,056,316 in science education, reaching approximately 600,000 students and 6,000 teachers worldwide.

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

For more information about Agilent Technologies Foundation's giving, see the [2012 Audited Financial Statements](#).

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**

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. As part of our Corporate Social Responsibility mandate, we are focused primarily on science education in communities where Agilent has a presence.

At a global level, we partner with United Way, which identifies local CSR projects, conducts due diligence, and supports the implementation of the initiative on an ongoing basis. Apart from this, there are several independent programs across countries that are supported by the Agilent Technologies Foundation.

For more information, go to [Community Relations](#).

DMA EN
DISCLOSURE ON
MANAGEMENT APPROACH

EN1
MATERIAL USED

EN2
RECYCLED INPUT MATERIAL

EN3
DIRECT ENERGY
CONSUMPTION

EN4
INDIRECT ENERGY
CONSUMPTION

EN5
ENERGY SAVED

EN6
INITIATIVES TO PROVIDE
ENERGY-EFFICIENT OR
RENEWABLE ENERGY-
BASED PRODUCTS

EN7
INITIATIVES TO REDUCE
INDIRECT ENERGY
CONSUMPTION

EN8
WATER WITHDRAWAL

EN10
WATER RECYCLED AND
REUSED

EN11
LAND OWNED, ADJACENT
TO PROTECTED AREAS

EN12
IMPACTS OF ACTIVITIES IN
PROTECTED AREAS

EN13
HABITATS PROTECTED OR
RESTORED

EN14
MANAGING IMPACTS
ON BIODIVERSITY

EN15
HABITATS IN AREAS
AFFECTED BY OPERATIONS

EN16
TOTAL GREENHOUSE GAS
EMISSIONS

EN17
OTHER INDIRECT
GREENHOUSE GAS
EMISSIONS

EN18
INITIATIVES TO REDUCE
GREENHOUSE GAS
EMISSIONS AND
REDUCTIONS ACHIEVED

EN19
OZONE DEPLETING
SUBSTANCE EMISSIONS

EN20
OTHER SIGNIFICANT AIR
EMISSIONS

EN21
TOTAL WATER DISCHARGE

EN22
TOTAL WEIGHT OF WASTE

EN23
TOTAL NUMBER AND
VOLUME OF SIGNIFICANT
SPILLS

EN24
WEIGHT OF TRANSPORTED,
IMPORTED, EXPORTED, OR
TREATED WASTE

EN25
IDENTITY, SIZE, PROTECTED
STATUS, AND BIODIVERSITY
VALUE OF WATER BODIES

EN26
INITIATIVES TO MITIGATE
ENVIRONMENTAL IMPACTS
OF PRODUCTS AND
SERVICES

EN27
PERCENTAGE OF PRODUCTS
SOLD AND PACKAGING
MATERIALS THAT ARE
RECLAIMED

EN28
SIGNIFICANT FINES FOR
NON-COMPLIANCE



JU SHEN LEE, SINGAPORE

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 6.5 and Organizational Governance 6.2.

EN1 MATERIAL USED BY WEIGHT OR VOLUME

Currently we are unable to report material used by weight or volume; we expect to report this information in 2014. We will report cost of material consumption until we are able to report material usage by weight or volume.

Business Group	FY12 Material Consumption	Notes
EMG	\$630M	<ul style="list-style-type: none"> Top 80% of EMG factory inventory value Total perpetual factory inventory as of Oct '12 \$266M
CAG /LSG	\$652M	<ul style="list-style-type: none"> All factories worldwide Total perpetual factory inventory as of Oct '12 \$185M
Grand Total	\$1,282M	

EN2 PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIAL

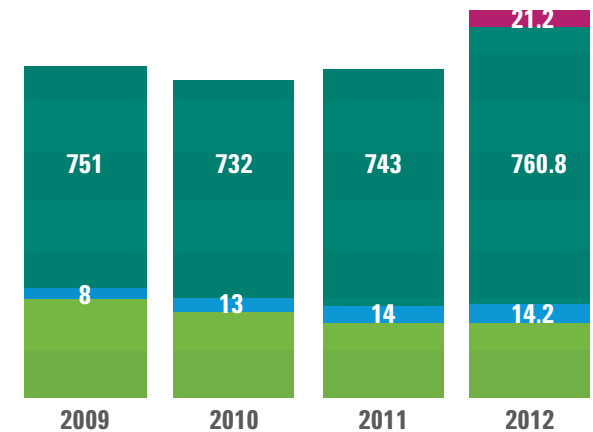
We do not currently report on this, as we lack automated reports for gathering the data; we expect to be able to report in 2014.

EN3 DIRECT ENERGY CONSUMPTION BY PRIMARY ENERGY SOURCE

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

Worldwide energy consumption 2012¹

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



GRI Indicator	FY 12 Agilent Data	Explanation
EN3 Total direct energy from natural gas consumption	215,000 GJ	Total direct energy consumption by natural gas
EN3 Total direct energy from diesel fuel consumption	21,200 GJ	Total direct energy consumption by diesel fuel
EN3 Total direct energy from propane consumption	500 GJ	Total direct energy consumption by propane
EN3 Total direct energy consumption by renewable primary source	14,200 GJ	Total direct energy consumed from on site solar power generation

Notes:

¹ US Energy Information Agency International Electricity Emissions Factor by Country, 1999–2002 were utilized for all non-U.S. facilities. 2012 Defra (UK Department of Environment, Food and Rural Affairs) factors were used to calculate emissions from stationary fuel consumption.

EN4
INDIRECT ENERGY CONSUMPTION BY PRIMARY SOURCE

GRI Indicator	Agilent Data	Explanation
EN4 Total Indirect energy consumption from purchased electricity	760,800 GJ	Total indirect energy consumption by electricity consumption from third party generation source

¹ For FY12 data—EPA eGRID2012 Version 1.0 included 2009 emissions factors for CO₂, CH₄ and N₂O used to calculate CO₂ equivalent emissions from electricity consumption for U.S. facilities.

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	FY 12 Agilent Data	Explanation
EN5 Total energy saved by efforts to reduce energy use and increase energy efficiency	35,612 GJ	Annualized energy efficiency improvements implemented in FY12
EN3 Total Direct energy consumption by renewable primary source	14,200 GJ	Energy consumed from onsite solar power generation

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

Agilent has worked on assessing energy efficiency of several types of products by using customer base metrics. By identifying energy-using features, we are able to increase energy efficiency of our products. During the past several years, Agilent has moved toward product energy efficiency in several product lines. Most of the energy savings are due to four key factors:

- The increased type and volume of tests that can be conducted, thus increasing tests per watt.
- Enhanced existing product features, thus bringing more measurement capabilities to the same product footprint.
- Increased offering of handheld products.
- Our design focus on measurement speed and accuracy, along with more advanced equipment, results in more measurement per watt-hour.

10%

OUR TARGETS: REDUCE
WORLDWIDE WATER USE BY
10% OVER 3 YEARS AND REDUCE
WORLDWIDE ENERGY USE BY 3%

Agilent’s concentration on handheld and 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, developing energy-efficient building design and operating 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 2012. Our net energy conservation for FY12 (for sites included in this report) was 4 percent (using FY11 total energy spend as a baseline).

EN8

TOTAL WATER WITHDRAWAL BY SOURCE

- Total volume of water from water utilities (1000 m3) = 1269.427
- No wastewater from other organizations
- Water withdrawn from water utilities per region
 - (1000 m3):
 - Asia Pacific—595.645
 - Europe—210.842
 - USA—462.940

Region	Water used for operations	Irrigation	Total water use
Asia Pacific	573.58	22.06	595.645
Europe	210.842	0	210.842
USA	362.17	100.77	462.940

Most of our manufacturing sites’ water comes directly from the city water supply. However, the following sites draw some water from the local aquifer: Manesar, India; Torino, Italy; Hachioji, Japan; Santa Rosa, U.S.

EN10

PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED

The only site that currently uses recycled water is Santa Rosa, U.S., which has an onsite wastewater treatment facility. During the reporting period, the Santa Rosa site recycled 62.66 (1000m3) water, or 38 percent of the total annual consumption of the site. The Singapore

WATT HOUR

OUR DESIGN FOCUS ON MEASUREMENT SPEED AND ACCURACY, ALONG WITH MORE ADVANCED EQUIPMENT, RESULTS IN MORE MEASUREMENT PER WATT-HOUR.

site purchases “NEWater,” which is reclaimed water produced by the local water board. It consists of treated wastewater that has gone through water-treatment processes including purification and UV technology.

EN11
LOCATION AND SIZE OF LAND OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS.

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

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

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

EN13
HABITATS PROTECTED OR RESTORED.

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

EN14
STRATEGIES, CURRENT ACTIONS, AND FUTURE PLANS FOR MANAGING IMPACTS ON BIODIVERSITY.

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

EN15
NUMBER OF IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS, BY LEVEL OF EXTINCTION RISK.

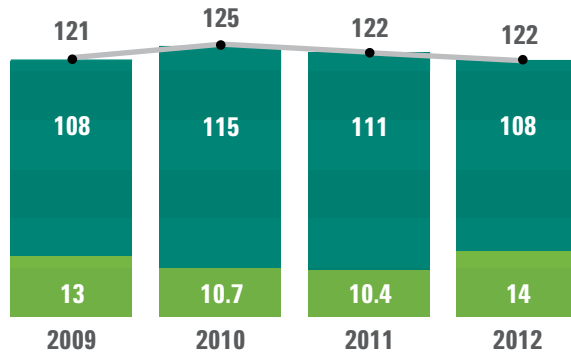
Not applicable. Agilent manufacturing sites are not located in habitat-protected areas or restored areas that could potentially be endangered or threatened.

EN16
TOTAL DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT

GRI Indicator	FY 12 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.	Electricity: U.S. Sites: EPA eGRID2012 Version 1.0—Included 2009 emissions factors for CO ₂ , CH ₄ and N ₂ O Non-U.S. Sites: EIA International Electricity Emission Factors by Country, 1999–2002 Stationary Fuel Consumption: 2012 DEFRA Global Warming Potentials: IPCC Report
	Total Scope 1 & Scope 2 greenhouse gas emissions in metric tons of CO ₂ equivalent.
	122,149 tCO ₂ e

Total direct and indirect Greenhouse Gas (GHG) emissions by weight¹ (Metric Kiloton CO₂e)

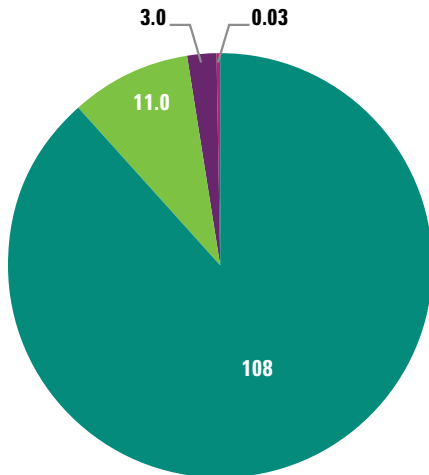
- Indirect greenhouse gas emissions (Metric Kilotons CO₂e)
- Direct greenhouse gas emissions (Metric Kilotons CO₂e)
- Total greenhouse gas emissions (Metric Kilotons CO₂e)



Notes:
¹ For FY 12 data emissions refer to EN 16 table.

Type of Fuel—Green House Gases Emission

- Electricity (Metric Kilo Tonnes CO₂e)
- Natural Gas Metric Kilo Tonnes CO₂e)
- Light Fuel Oil/Kerosene (Metric Kilo Tonnes CO₂e)
- Propane (Metric Kilo Tonnes CO₂e)



EN17 OTHER RELEVANT INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT

GRI Indicator	FY 12 Agilent Data
Scope 3 emissions from U.S. Fleet program identified in metric tons of CO ₂	8,459
Scope 3 Emissions from Agilent employee travel identified in metric tons of CO ₂ equivalent	38,682
Metric tons CO ₂ equivalent	181,847

Agilent is actively reducing emission of harmful gases by adapting its employee fleet and travel programs to minimize air pollutants.

In 2009 Agilent’s fleet vehicles moved from a V6 engine to a V4, and we continue to use this smaller engine today for better environmental results. In 2012 Ford, Agilent’s North America fleet car provider, redesigned the I4 engine—80 percent of the fleet—resulting in an 11 percent decrease in fuel consumption. Agilent used Ford as a vendor for many reasons, one of which is its commitment to using sustainable, recycled, and renewal materials. Another is its end-of-life process, which is helping to use 85 percent of the vehicle as recyclable waste.

In the future Agilent will continue to provide the needed tool-of-trade cars for field personnel while maximizing fuel and emission savings. We do have some hybrid cars in our fleet pools but do not find it economical to provide them in bulk, as we keep cars for only one year to keep the fleets updated with the most efficient cars. ROI for hybrid investment is a three- to five-year return or more.

Employee fleet travel (U.S. only) (million miles) 3 Fiscal Year	2011	2012
For business (driver-assigned)	1,026	1,047
For business (pool and group)	48	50
For personal (driver-assigned)	0	0
TOTAL	1,074	1,097

Employee air travel (miles)	Fiscal 2011	Fiscal 2012
Employee air travel	228,675,907	210,058,516

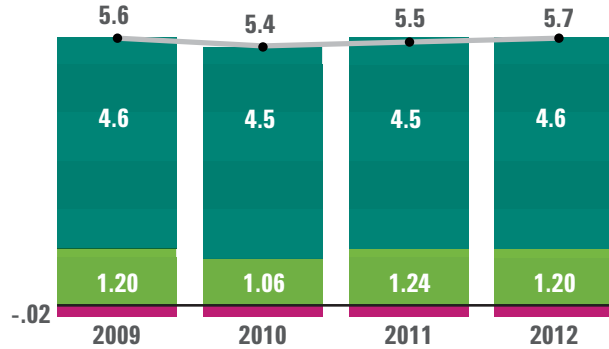
Employee air travel (metric kilotons CO ₂ e)	Fiscal 2011	Fiscal 2012
Employee air travel	42,231	38,682

EN18 INITIATIVES TO REDUCE GREENHOUSE GAS EMISSIONS AND REDUCTIONS ACHIEVED

GRI Indicator	Agilent Data
Initiatives to reduce greenhouse gas emissions, including the areas where the initiatives were implemented	85 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 tons of CO ₂ equivalent	1,228

Greenhouse Gas Emissions reductions achieved (Metric Kilotonnes CO₂)

- Renewable energy purchase programs (Metric KiloTonnes CO₂)
- Facility Energy Conservation Measures (Metric KiloTonnes CO₂)
- Onsite solar PV Generation (Metric KiloTonnes CO₂)
- Total greenhouse gas emission reduction due to initiatives (Metric KiloTonnes CO₂)



EN19 EMISSIONS OF OZONE-DEPLETING SUBSTANCES BY WEIGHT.

During the reporting period, only one site in Europe used minute amount of CCl₄ in a cleaning process. However, this site will stop using ODC in 2013. There was no ODC usage in our Asia Pacific sites.

EN20 NOX, SOX, AND OTHER SIGNIFICANT AIR EMISSIONS BY TYPE AND WEIGHT.

Agilent will start reporting on these numbers from 2013 onward.

EN21 TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION

GRI Indicator	FY 12 Agilent Data
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

EN22 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in tons by type for composting.	N/A
The total amount of waste (hazardous & non-hazardous) in metric tons by type for reuse.	Total waste reuse (metric tons) • Electronic equipment reused = 8.7
The total amount of waste (hazardous & non-hazardous) in metric tons by type for recycling.	Recycle (metric tons): • Hazardous = 626.8 • Non-Hazardous = 21,831.9 • Electronic equipment = 231
The total amount of waste (hazardous & non-hazardous) in metric tons by type for recovery.	N/A

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in metric tons by type for incineration (or use as fuel).	• Waste for incineration (metrics tons) • Hazardous = 100.6 • Non-hazardous = 219.6
The total amount of waste (hazardous & non-hazardous) in metric tons by type for landfill.	Landfill (metric tonnes) • Hazardous = 20.2 • Non-hazardous = 781.4
The total amount of waste (hazardous & non-hazardous) in metric tons by type for deep well injection.	None
The total amount of waste (hazardous & non-hazardous) in metric tons by type for on-site storage.	None
The total amount of waste (hazardous & non-hazardous) in metric tons by type for other (to be specified by the reporting organization).	Total Hazardous waste (metric tons) • Treated = 1,718.5 • Incinerated = 100.6 • Land filled = 20.2 • Recycled = 626.8 • Total = 2,466.2 Total Non Hazardous waste (Metric tons) • Recycled = 21,831.9 • Land Filled = 781.4 • Incinerated = 219.6 • Total = 22,832.8

GRI Indicator	Agilent Data
How the method of disposal has been determined.	<p>Hazardous waste disposal methods—treated, incinerated, land filled & recycled.</p> <p>Non-hazardous waste disposal methods—recycled, land filled & incinerated.</p>

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 2012 – December 2012).

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).

Electronic Equipment is personal computers, computer monitors, misc electronic test & manufacturing equipment, obsolete electronic equipment, telephones, and spare or unused products from manufacturing.

Electronic equipment - reused: electronic equipment sold or given to third party organizations such as charitable organizations or used equipment resellers. Agilent cannot guarantee that this equipment is re-used or resold. Agilent requires that equipment resellers dispose of any unsold electronic equipment according to state and local legal requirements.

Electronic equipment—recycled: electronic equipment that is sent directly to an electronic recycler with the intent of recycling the equipment’s components, sub-components, or material (e.g., precious metals). Agilent requires that recyclers dispose of all electronic equipment, components, and subcomponents according to state and local legal requirements.

EN23
TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS

Agilent had one significant chemical spill during the reporting period. It was a 30-gallon sulfuric acid spill at an Agilent site’s waste-treatment plant. It resulted in a serious injury and the shutdown of the operation for more than eight hours. The spill was contained within the building; no sulfuric acid escaped the waste-treatment plant.

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

Not applicable. Currently we do not have any trans-boundary waste shipment, under the Basel Convention.

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:

- Agilent continued to make significant progress toward complying with EU Restriction of Hazardous Substances (RoHS). Agilent’s Electronic Measurement Group (EMG) now has more than 2,000 products designed to be compliant with EU RoHS four years ahead of the 2017 regulatory deadline for Test and Measurement products. This effort has had positive implications on Agilent’s materials use, regulatory compliance, waste impacts and customer satisfaction.
- For the first time, Agilent conducted a greenhouse gases “hot spot” analysis throughout our indirect supply chain. Our goal is to increase Agilent’s use of suppliers who are environmental leaders in their respective categories. This is one step in our long journey to lower Agilent’s carbon footprint and reduce our companywide greenhouse gas emissions.
- We have updated Agilent’s supplier code of conduct to ensure compliance with Environmental, Health, Safety, and Social Responsibility guidelines throughout our supply chain. Suppliers are now accountable for ensuring that their subcontractors also comply with EHSSR guidelines, with responsibility for taking corrective action as necessary.
- Agilent now includes a corporate citizenship overview in all new employee orientation, ensuring that social and environmental responsibility will continue to be a part of our culture moving forward.



ENVIRONMENTAL PERFORMANCE

- Agilent continued its robust communication of our General Specification for the Environment (GSE) with its strategic suppliers, resulting in greater than 95 percent response rate. This effort enables Agilent and its suppliers to comply with major environmental regulations on material use, product packaging, and labeling.
- Agilent established targets to reduce water consumption by 10 percent in the next 3 years to reduce impact on environment and natural resources.

EN27 PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY

- Agilent’s material management practices are based on the principle of Reduce, Reuse, and Recycle for products sold and packaging material utilized. For example, during the reporting period, at one operation we started to replace foam packaging to recyclable PET (polyethylene terephthalate) cell packaging for Gas Chromatography columns. As a result, packaging material weight was reduced on average by approximately 20 percent. At another manufacturing location, we began utilizing the High Recycled Content (HRC) foam for packaging, resulting in positive environmental impact and material/freight savings. The HRC foam is constructed using up to 65 percent recycled PE material. The conventional foam used previously could only use up to 15 percent recycled PE material. At the same time, the robust construction of the HRC foam has allowed us to protect the product using less material, thus reducing the overall packaging size by more than 30 percent. By using recycled content in the HRC foam, we are benefiting the environment by reducing the amount of material

that enters the waste stream. Agilent also deployed a Migration of Support strategy that recycles instruments from trade-in programs to continue legacy support for mature equipment that customers want to maintain. This strategy minimizes our environmental impact of building new components while continuing to provide support on older technology.

- Agilent’s Remarketing Solutions Division is dedicated to recovering older instruments for the purpose of resale. For a certain segment of our customers (start-ups, academics, etc.), these pre-owned instruments offer a competitively priced alternative to buying a new instrument. As a company, we are using fewer environmental resources to manufacture new products to meet this customer demand.
- Agilent offers a variety of trade-in programs specifically designed to help customers safely dispose of or recycle used instrumentation. The program is currently deployed in several countries, with expansion of these programs being considered wherever possible.
- During the reporting period, Agilent also donated reclaimed products to academic institutions. Agilent gave 171 pieces of electronic measurement equipment to Sonoma State University, and 78 similar items were donated to the University of California, Davis.

	% Refurbished*
Signal Analyzers	6%
Signal Sources	5%
Oscilloscopes	5%
Network Analyzers	4%

*% Refurbished = Sales price of refurbished shipments / Sales price of total shipments (new + refurbished).

EN28 MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

- In FY12, Agilent reported a total of 36 alleged regulation compliance violations. However, only one incident resulted in a monetary fine (\$6,800). This occurred at the Manesar, India site.

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
REGARDING OPERATIONAL
CHANGES

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 COVERED IN
AGREEMENTS WITH
TRADE UNIONS

LA10
EMPLOYEE TRAINING

LA11
PROGRAMS FOR SKILLS
MANAGEMENT AND
LIFELONG LEARNING

LA12
PERFORMANCE REVIEWS

LA13
COMPOSITION OF
GOVERNANCE BODIES
AND BREAKDOWN
OF EMPLOYEES PER
EMPLOYEE CATEGORY

LA14
RATIO OF BASIC SALARY
OF WOMEN TO MEN

LA15
RETURN TO WORK AND
RETENTION RATES AFTER
PARENTAL LEAVE



KAR WENG LOR, MALAYSIA

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

PERFORMANCE INDICATORS

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

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.

Employee Category	Total Number	% Male/Female	Number Male/Female
ICA	4,063	52.72%/47.28%	2,142/1,921
ICB	12,647	70.61%/29.39%	8,930/3,717
PM	2,095	77.85%/22.15%	1,631/464
Sr. Mgmt/ Executives	415	77.11%/22.89%	320/95

The total number of employees broken down by type of employment contract and gender.

Employment Contract Type	Total Number	% Male/Female	Number Male/Female
Full-time	18,877	68.66%/31.34%	12,961/5,916
Part-time	343	18.08%/81.92%	62/281

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

Region	Total Number	Number Male/Female	% Male/Female
Americas	7,273	5,069/2,204	69.70%/30.30%
Asia Pacific	8,298	5,243/3,055	63.18%/36.82%
Europe	3,649	2,711/938	74.29%/25.71%

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.

Total New Employee Hires Entering Employment	# Male/Female	% Male/Female
1,858	1,243/615	66.90%/33.10%

Rate of new employee hires entering employment during the reporting period broken down by gender. Rate is ratio as % of category's headcount.

New Employee Hires by Gender	Percentage
Male	9.54%
Female	9.92%

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

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	1,099	44.89%
Between 30–50 years of age	694	5.82%
Greater than 50 years of age	65	1.34%
Total Number	1,858	

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

Region	Total Number	% of Total	Rate
Americas	502	27.02%	6.90%
Asia Pacific	1,024	55.11%	12.34%
Europe	332	17.87%	9.10%
Total Number	1,858	100%	28.34%

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

Total Number Employee Leaving by Gender	# Male/Female	% Male/Female
1,056	679/377	64.30%/35.70%

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

Rate of Employees Leaving by Gender	Male/Female
Turnover Rate	5.21%/6.08%

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

Rate of Employees Leaving by Age Group	Number	Rate
Rate under 30 years of age	243	9.93%
Rate 30–50 years of age	595	4.99%
Rate Over 50 years of age	218	4.51%
Total Number	1,056	

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

Region	Total Number	% of Total
Americas	332	31.44%
Asia Pacific	562	53.22%
Europe	162	15.34%
Total Number	1,056	100%

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

Region	Rate – Europe
Americas	4.56%
Asia Pacific	6.77%
Europe	4.44%

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.

LA4

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

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

65%

SINCE THE INCEPTION OF THE REMEDY OFFICE ERGONOMICS PROGRAM IN 2006, WE HAVE SIGNIFICANTLY REDUCED OUR OFFICE ERGONOMIC RISK FACTORS AND REDUCED EMPLOYEE ERGONOMIC INJURIES BY 65%.

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 past five years and continue to benchmark favorably relative to Agilent competitors and industry leaders.

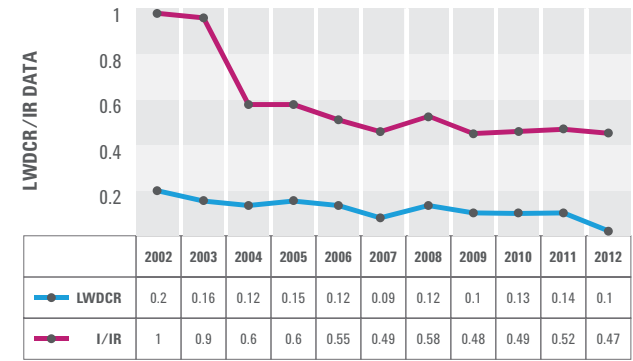
Agilent Occupational (IR) Rate Globally 2012–0.47; Regionally AM–.96; AP–0.04; EU 0.46.

See graph for Global IR rates.

Agilent Occupational (LWDCR) Rate Globally 2012–0.1; Regionally AM–0.12; AP–0.01; EU 0.27.

See graph for Global LWDCR rates.

Agilent Global LWDCR Data 2002-2012



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

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

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 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 2012, approximately 84 percent 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 our 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

Total number of employees.

Total Number	% Male/Female	# Male/Female
19,220	67.76%/32.24%	13,023/6,197

Percentage of employees by gender.

Employee Gender	% of Total
Male	67.76%
Female	32.24%

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

Total Number	% of Total	% Male/Female by Age Group
% Under 30 years of age	12.74%	60.29%/39.71%
% 30-50 years of age	62.09%	66.39%/33.61%
% over 50 years of age	25.18%	74.91%/25.09%
Total Number	19,220	67.76%/32.24%

Percentage of individuals within the organization’s governance bodies by gender and age.

Executives and Senior Management	% of Total	Count
Male/Female	75%/25%	77/26
Under 30 years of age	0	
Between 30-50 years of age	42%	43
Greater than 50 years of age	58%	60

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	1.00
ICB	1.03
PM	1.01
Senior Management	1.01

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:** Some Agilent employees use alternatives to traditional Monday-through-Friday work arrangements. These include part-time, telecommuting, job-shares, and variable work schedules.
- **Flexibility Practices:** Agilent is proud of its heritage of providing flexible work hours for employees. Agilent’s Flexible Time Off (FTO) program lets employees use paid time off for vacation, personal business, and illness.
- **Dependent Care Resource and Referral:** Agilent provides a variety of resource and referral services for employees who have dependent care responsibilities for children, elders, people with disabilities, and others. Our goal is to help employees handle dependent care responsibilities so they can achieve their business

objectives while they are at work. Centralized programs and information aim to provide support to all of Agilent. Local entities may choose to make additional dependent care investments in locations where community-based services are inadequate and business objectives are impacted.

- **MagellanAssist (U.S.):** 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

HR1
INVESTMENT AGREEMENTS
THAT INCLUDE HUMAN
RIGHTS CLAUSES

HR2
HUMAN RIGHTS
SCREENING

HR3
HOURS OF EMPLOYEE
TRAINING

HR4
NUMBERS OF 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 INCIDENTS OF
CHILD LABOR

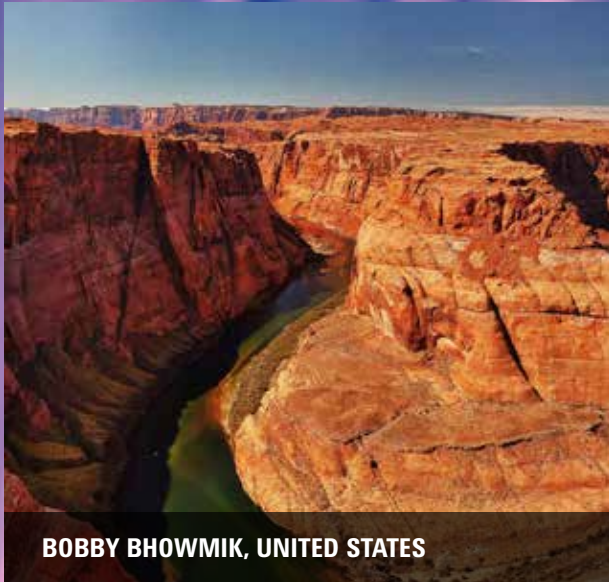
HR7
SUPPLIERS WITH
SIGNIFICANT RISK
OF FORCED OR
COMPULSORY LABOR

HR8
SECURITY PERSONNEL
TRAINED IN HUMAN
RIGHTS ISSUES

HR9
INCIDENTS OF VIOLATIONS
INVOLVING RIGHTS OF
INDIGENOUS PEOPLE

HR10
OPERATIONS SUBJECT TO
HUMAN RIGHTS REVIEWS
AND ASSESSMENTS

HR11
GRIEVANCES RELATED
TO HUMAN RIGHTS



BOBBY BHOWMIK, UNITED STATES

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: Seven 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

HR1
PERCENTAGE AND TOTAL NUMBER OF SIGNIFICANT INVESTMENT AGREEMENTS AND CONTRACTS THAT INCLUDE HUMAN RIGHTS CLAUSES OR THAT HAVE UNDERGONE HUMAN RIGHTS SCREENING.

One hundred percent of Agilent’s purchase order agreements include human rights clauses and require that suppliers comply with Agilent’s Supplier Environmental and Social Responsibility (ESR) Code of Conduct.

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 2012 DEKRA performed 18 onsite audits of Agilent-identified suppliers in Malaysia, China, South Korea, Mexico, and the United States. These sites were found to be in compliance with, or have been provided corrective actions to become compliant with, Agilent’s stated EHSSR program.

All corrective actions were completed in FY12.

WOMEN EMPOWERMENT

A GRANT FROM AGILENT INDIA
ENABLED AN NGO CALLED
SAKAAR OUTREACH TO PROVIDE
200 WOMEN IN NEW DELHI
WITH VOCATIONAL TRAINING
TO MAKE THEM ECONOMICALLY
INDEPENDENT.

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.

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 FY12.

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 FY12.

HR8 PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANIZATION'S POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS.

Agilent has outsourced its security to a globally renowned company in this field. This external company trains its employees in human rights issues, especially in the area of use of force, and also addresses this subject in its security officer handbook.

HR9 TOTAL NUMBER OF INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLE AND ACTION TAKEN.

Agilent is unaware of any incidents.

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 rights 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.

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 FOR
ANTI-COMPETITIVE
BEHAVIOR AND
THEIR OUTCOMES

S08
MONETARY VALUE OF
SIGNIFICANT FINES

S09
OPERATIONS WITH
IMPACTS ON LOCAL
COMMUNITIES

S010
PREVENTION AND
MITIGATION IMPLEMENTED
IN OPERATIONS WITH
IMPACTS ON LOCAL
COMMUNITIES



BO BAI, CHINA

SOCIAL: SOCIETY

PERFORMANCE INDICATORS

5,000

THE BEIJING SCIENCE AND TECHNOLOGY MUSEUM NOW TAKES PART IN THE AGILENT AFTER SCHOOL PROGRAM. AGILENT EMPLOYEES HOSTED OVER 5,000 STUDENTS AT THE MUSEUM LAST YEAR.

**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.

Agilent’s annual Giving Campaign was broadened to allow employees more choices in their non-profit support. As a result, contributions were made in areas ranging from environment and conservation to education and literacy to arts and culture. 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.

22

A GRANT FROM AGILENT INDIA ENABLED 22 CHILDREN IN BANGALORE, AFFECTED BY HIV/AIDS, TO RECEIVE EDUCATION AND SHELTER FROM AN NGO CALLED FREEDOM FOUNDATION.

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

100 percent 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 percent of management and non-management employees were 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, and our operations. Agilent policy forbids anti-competitive behavior, anti-trust, and monopoly practices. Specific

questions about our political activities can be submitted via www.agilent.com/go/contactus.

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

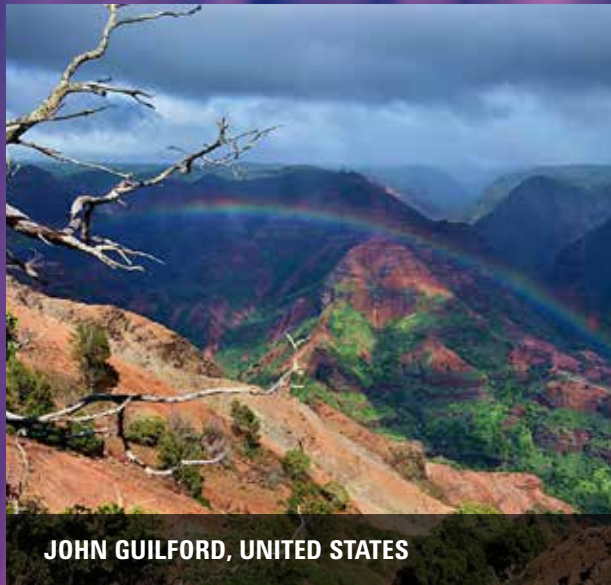
Agilent has not received any significant fines associated to product non-compliance nor has Agilent been sanctioned for product non-compliance. In addition, Agilent has no dispute resolutions.

S09
OPERATIONS WITH SIGNIFICANT POTENTIAL OR ACTUAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES

We did not experience any new event that significantly affected Agilent's local communities.

S010
PREVENTION AND MITIGATION MEASURES IMPLEMENTED IN OPERATIONS WITH SIGNIFICANT POTENTIAL OR ACTUAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES

We had no need to implement mitigation measures, as we experienced no event that significantly impacted our communities.



JOHN GUILFORD, UNITED STATES

DMA PR
DISCLOSURE ON
MANAGEMENT APPROACH

PR1
LIFE CYCLE STAGES IN
WHICH HEALTH AND
SAFETY IMPACTS OF
PRODUCTS AND SERVICES
ARE ASSESSED

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

PR3
TYPE OF PRODUCT AND
SERVICE INFORMATION
REQUIRED BY PROCEDURES

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

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
REGARDING BREACHES
OF PRIVACY

PR9
MONETARY VALUE OF
SIGNIFICANT FINES
FOR NON-COMPLIANCE
INCIDENTS CONCERNING
PRODUCT-RELATED CLAIMS

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 BMS provides a framework from which business groups and operations can make decisions appropriate to their specific business, customer, and geographic needs while ensuring that applicable minimum standards are met, and describes the minimum standards and the required processes for the business groups' business management systems that are designed to conform to ISO 9001:2008. Each business group maintains a business management system to illustrate its specific required processes for meeting customer expectations and, where applicable, other standards such as ISO14001, ISO/IEC 17025, AS 9100, ISO 13485, or TL 9000. Agilent's infrastructure organizations provide centrally managed, business critical services, and operate as internal service suppliers to the business groups.

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

Agilent is firmly committed to technology leadership, having long invested heavily in research and development.

Our breadth of disciplines and technologies enable unique and breakthrough advancements that often transcend traditional boundaries.

In FY2012:

Agilent continued to make significant investments in environmental data management collection, tools, applications, and processes to ensure our supply chain is free of restricted hazardous materials. Our Electronic Measurements Group achieved a significant milestone designing over 2,000 products for EU RoHS Compliance. In addition, Agilent is making the necessary investments to assess our supply chain for compliance with U.S. Conflict Minerals reporting requirements.

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

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 no non-compliance notice for the reporting period.

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

Agilent complies with required labeling for substance identification in our products in accordance with required regulations, and safe use guidance for products produced by Agilent. Ninety percent of Agilent products and services are covered and assessed for compliance with these guidelines. Annually Agilent communicates a materials specifications list called "General Specifications for Environment" to its suppliers to inform them of banned chemicals/materials that should not be included in material/parts/products bought by Agilent in order to comply with global regulations and minimize the environmental impact of its products and operations. Agilent also provides Material Safety Data Sheets with Agilent and third-party-provided chemicals supplied standalone or with products for safe use. Agilent and OEM products and battery labels include a waste container symbol for help in proper disposal. The company also operates an end-of-life customer returns system. In addition, Agilent provides end-of-life management options where legally required. Reuse programs are offered for selected Agilent products. The programs address the requirements posed by the

SOCIAL: PRODUCT RESPONSIBILITIES

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 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.

GSE

WE HAVE REDESIGNED SUPPLIER ENVIRONMENTAL COMPLIANCE COMMUNICATIONS TO ENABLE STRONGER PARTNERSHIPS AND ADHERENCE TO AGILENT'S GENERAL SPECIFICATIONS FOR THE ENVIRONMENT (GSE).

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 with the loyalty of our competitors' customers. The results are used to identify opportunities for growth and areas where additional business investments are warranted. Agilent is associated with trust, safety, and success due to its heritage, breadth of high-quality products, and long-standing reputation.

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 reinforce Agilent as the world's premier measurement company. Our internal Brand Identity System has a rigorous process for claim substantiation and is aligned with [Federal Trade Commission](#) and legal guidelines.

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

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

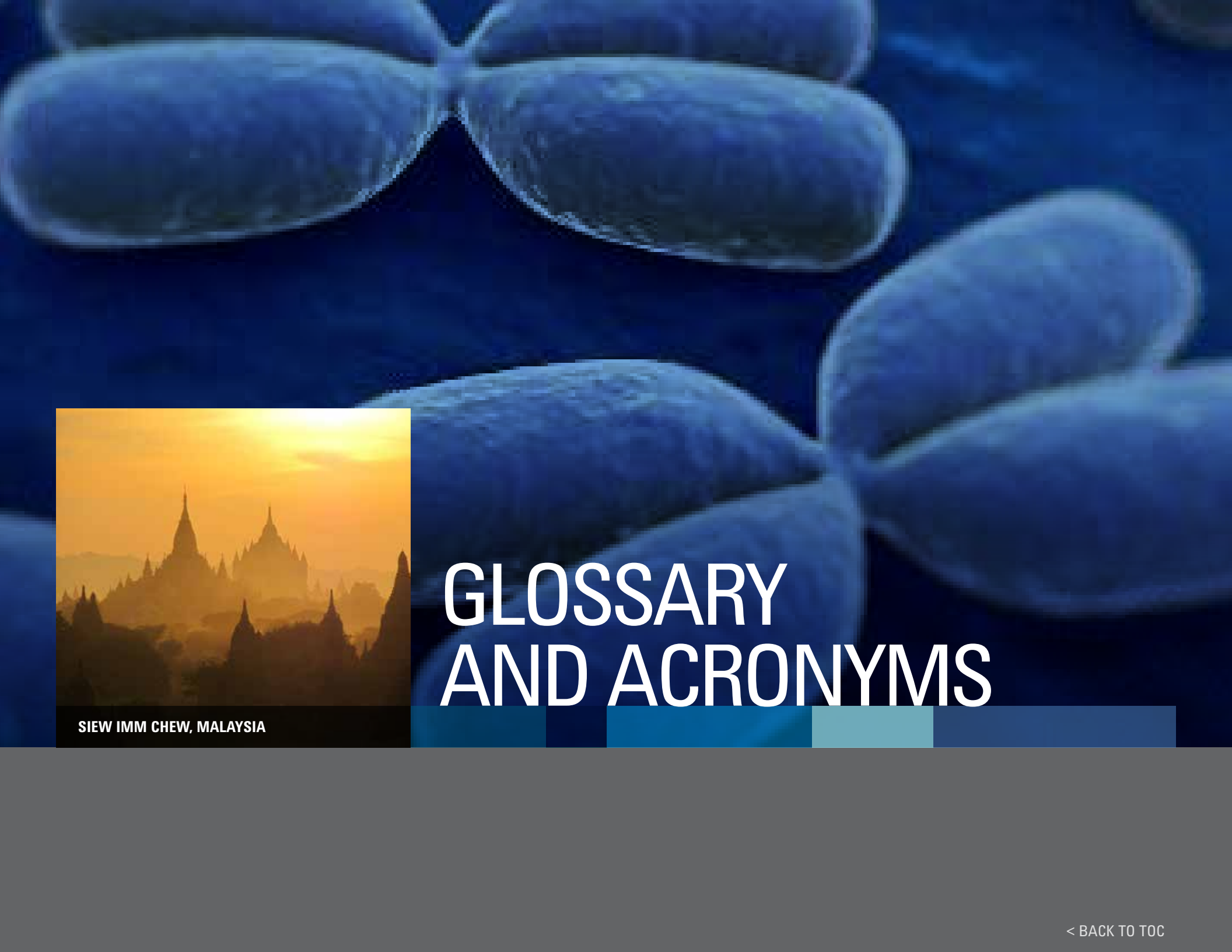
PR8
TOTAL NUMBER OF SUBSTANTIAL COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF DATA

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

For more information, please see: [Agilent Customer Privacy Statement](#).

PR9
MONETARY VALUE OF SIGNIFICANT FINES FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES

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



SIEW IMM CHEW, MALAYSIA

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); hydro fluorocarbons (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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