



## **Human Rights and Labor Policy of Agilent Technologies**

Agilent supports the fundamental principles contained in the Universal Declaration of Human Rights. Agilent's core values and culture reflect a commitment to uncompromising integrity, ethical business practices, and good corporate citizenship. Agilent's policies and practices reflect its support, respect, and activities to promote human rights within the company's sphere of influence.

**Freely chosen employment:** Agilent supports the elimination of all forms of forced or compelled labor, including all forms of slavery and human trafficking.

**No child labor:** Agilent condemns all forms of exploitation of children. Agilent will not recruit child labor and honors all local minimum age requirements for work.

**Fair wages, benefits & leaves:** Agilent compensates our employees with wages, benefits, and protected leaves that meet or exceed the legally required minimums. Agilent will not require employees to work more than the maximum hours of daily labor set by local laws.

**No discrimination:** Agilent's policies seek to ensure that its employees do not discriminate with respect to employment, and it promotes and embraces diversity in its business operations. Our policies prohibit discrimination based on race, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, national origin or any other protected class.

**Safe & healthy work environment:** Agilent will provide a safe and healthy working environment for all its employees. Agilent prohibits violence, harassment, or the threat of either, against its employees.

**Freedom of association:** Agilent respects the rights of employees to form, organize, and join in labor unions, and to collectively bargain in support of their interests without fear of harassment, retaliation or termination of employment, 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; all employees are expected to comply with these standards.

**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.

*This policy is approved by Agilent's executive management and applies to Agilent operations worldwide.*

*Printed copies of this document are uncontrolled.*