

Powered by Purpose:

2018 Corporate Social
Responsibility Report

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Fingerprinting Rice:
Fighting Food Fraud,
Saving Lives, p. 70

A research initiative funded
by The Agilent Foundation

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Letter From Our President

At Agilent, we are deeply invested in the well-being of all people, and that's reflected in our mission - to advance the quality of life and improve the human condition. You'll see that level of caring, enhanced by strong core values, in every aspect of our business: our products, our practices, our people, our philanthropy and our impact on our shared planet.

Because when you really care about people, you have a far-reaching responsibility. To work with integrity. To adhere to our core values, in place since Agilent was formed. To always aim to do the right thing.

That's why we create best-in-class products and services that make a difference for people. And we respect and reward our employees for making it all happen. We help those in need when we can. And because we all depend on clean water, clean air, safe food and more, we work sustainably, acting as good stewards of these resources.

Together, we ensure a better future for all of us.

Agilent is just that kind of business. You'll see that story unfold in the details of our 2018 Corporate Social Responsibility Report.

We've had another great year, complete with game-changing product launches, process innovations, service improvements, and, for the first time, we are declaring our intent to achieve key UN Sustainable Development Goals.

Along the way, we've invested **over \$7 million** in infrastructure improvements to further reduce environmental impact; acquired eight new companies; met our sustainability goals; achieved milestone growth numbers; and earned multiple noteworthy awards, and recognition including Forbes' list of the World's Best Employers and Barron's 100 Most Sustainable Companies.

I'm especially proud that, on behalf of everyone at Agilent, I signed the CEO Action for Diversity and Inclusion™ pledge. This publicly underscores our commitment to advancing diversity and inclusion in all areas of our business.

We hope you'll feel inspired by our passion and determination, as well as our results, and join us in working to improve the human condition.

Sincerely,



Mike McMullen
PRESIDENT AND
CHIEF EXECUTIVE OFFICER
Agilent Technologies, Inc.

We hope you'll feel inspired by our passion and determination, as well as our results, and join us in working to improve the human condition.

About Agilent Technologies, Inc.

Agilent (NYSE: A) is a global leader in life sciences, diagnostics and applied markets, recognized for uncompromising integrity in all we do. Whether we are working to keep food supplies safe, improve the quality of air, water and soil, or fight cancer with more precise diagnoses and targeted treatments, Agilent's 15,232 employees, serving customers in 110 countries, share a passion and commitment to helping people around the world.

We provide application-focused solutions that include instruments, software, services and consumables for the entire laboratory workflow. For the fiscal year ended October 31, 2018, we have three business segments comprised of the Life Sciences and Applied Markets business, the Diagnostics and Genomics business and the Agilent CrossLab business.



OUR MISSION

To deliver insights that advance the quality of life.



OUR PROMISE

To deliver trusted answers to our customers' critical questions and challenges – helping them achieve superior outcomes in their laboratories, clinics, organizations, and the world they seek to improve.



OUR CORE VALUES

- Innovation and contribution
- Trust, respect and teamwork
- Uncompromising integrity
- Speed
- Focus
- Accountability

Our One Agilent Culture

WE ARE A COMMUNITY

- We are inclusive as we lead, win and grow as one company
- We are diverse, passionate and driven to provide trusted answers
- We embrace flexibility to balance work demand with personal life

WE WORK COLLABORATIVELY

- We focus intensely on our customers to deliver differentiated outcomes
- We lead in innovation and simplify continuously in all we do
- We act like owners with positive urgency

WE DEVELOP CONTINUOUSLY

- We openly recognize and learn from our wins and mistakes
- We welcome feedback and adapt, always developing ourselves and others
- We celebrate our achievements and share in the company's success

For more information, please see the 2018 Agilent Annual Report

Our Sustainability Statement

We strive to consistently improve our sustainability in our operations, and also through our innovative products and technologies that address complex issues in a sustainable way.

Our mission is to advance the quality of life, and we believe that sustainability is an important part of meeting that mission. We are committed to being a good corporate citizen, to acting responsibly in pursuit of our goals. That means we must operate in a sustainable manner and help others do the same.

We strive to consistently improve our sustainability in our operations, and also through our innovative products and technologies that address complex issues in a sustainable way.

This is nothing new for us. All of our actions are based on our long-standing values, and achieved with uncompromising integrity. Our culture has always included respect for the contributions of every employee in our global workforce. We support the communities in which we live and work, and encourage employees to share their time and talents to help others.

OUR SUSTAINABILITY GUIDING PRINCIPLES:

- Create employee work environments that are safe, healthful and conducive to collaboration and innovation.
- Enable our customers to operate more sustainably and address world challenges through the use of our products and services.
- Reduce environmental impact of our operations through resource conservation and waste reduction.
- Drive consistent, responsible profit.
- Embrace diversity and inclusion in all aspects of our business.
- Be an economic, intellectual and sustainable leader in communities and countries where we operate.

SPECIFIC AGILENT ACTIONS:

- Develop products designed to enhance the sustainability initiatives of our customers.
- Partner with our suppliers to operate sustainably and drive full transparency from vendors regarding sustainable products and services.
- Continue to provide the most healthful and safe workspaces possible through sustainable renovations, operations and certifications.
- Identify sustainability metrics and track progress throughout our operations and supply chain; ensure compliance through a combination of self and third-party audits and certifications.
- Continue to encourage and develop diversity and inclusion in our workforce, investing in programs that advance these principles.
- Encourage employees to share their knowledge and talents in building sustainable communities by providing paid volunteer time off, matching their charitable contributions and encouraging science education through a variety of Agilent science programs.
- Report on our sustainability practices and progress to employees, investors and customers on a regular basis.



Supply Chain

Agilent's supply chain organizations are chartered to provide optimal value-added sourcing and procurement services that are legal, accountable and auditable, ethical, environmentally and socially responsible, economically effective and ISO compliant.

Our Order Fulfillment and Supply Chain Organization (OFS) centralizes all order fulfillment and supply chain operations in our businesses. OFS provides resources for manufacturing, engineering and strategic sourcing to our respective businesses. Each of our businesses, together with OFS, is supported by our global infrastructure organization, which provides shared services in the areas of finance, information technology, legal, workplace services, global sourcing and customer operations, and human resources.

Agilent's Global Sourcing function has established Supplier Code of Conduct policies and in 2019, these have been amended to strengthen environmental expectations of suppliers. In addition, Agilent requires supplier compliance to human rights throughout their operations in accordance with the UN Guiding Principles on Business and Human Rights. Agilent maintains an audit program, including on-site visits, to ensure suppliers are meeting our policies.

Our Commitment to the UN Sustainable Development Goals

Agilent has a long-standing history of commitment to sustainability, and this year, we are proud to say that we are declaring alignment with the United Nations Sustainable Development Goals (UN SDGs). These 17 global goals were launched in 2015, creating a blueprint for a better and more sustainable future for all. Agilent's work touches nearly all the UN SDGs, with specific contributions to those shown on this page.



MATERIALITY ASSESSMENT

OUR COMMITMENT TO THE FUTURE

At Agilent, we believe that we have a responsibility beyond making a profit; we are committed to improving the human condition. Therefore, we must think long-

term and consider the needs of others as we make decisions.

It's important to pause and analyze our situation – to understand the types of issues our business could generate. We must analyze these potential influences in advance of any problems and determine which could have the most impact on our environment, communities and business. When we understand the importance of these issues, we can better

determine business priorities and strengthen our positive impact on society.

That's why in 2018, we made the decision to conduct a Materiality Assessment. We laid the groundwork to start the process, which was completed in 2019. These results will inform our evolving sustainability strategy and our business planning.

The chart below illustrates the many ways that Agilent impacts our environment, our society and our economy.

IMPORTANCE TO STAKEHOLDERS	High		<ul style="list-style-type: none">• Climate change & energy• Product safety & quality	<ul style="list-style-type: none">• Ethical business conduct• Innovation• Market presence & pricing
		<ul style="list-style-type: none">• Labour practices• Occupational health & safety• Water & effluents	<ul style="list-style-type: none">• Community & giving• Economic performance• Supply chain sustainability• Waste management	<ul style="list-style-type: none">• Customer satisfaction• Governance & leadership• Talent attraction & retention• Sustainable products & solutions
	Moderate	<ul style="list-style-type: none">• Air quality & other emissions	<ul style="list-style-type: none">• Chemicals & hazardous materials• Diversity & inclusion	
		Moderate		High
		SIGNIFICANCE OF IMPACTS		

KEY

People | Business integrity & prosperity | Planet | All themes

Key Policies

SUPPLIER CODE OF CONDUCT POLICY

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 violations and environmental devastation.

CONFLICT MINERALS POLICY

Agilent supports the goal of ending violence, human rights violations and environmental devastation.

QUALITY POLICY

We earn customers' loyalty by providing products and services of the highest quality and greatest value.



POLITICAL ACTIVITIES

Agilent may contribute to dialogue and decision-making on public policies affecting the company, our employees and operations.

ANTI-CORRUPTION POLICY

One of Agilent's most important company assets is our reputation for ethical behavior, honesty and fair dealing. Learn more at Global Anti-Corruption Policy, p. 23.

Stakeholder Engagement

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.

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

That communication and transparency with stakeholders takes place in many ways. Some examples include:

CUSTOMERS

- Weekly Customer Experience Survey in 19 languages and 30 countries
- Annual Business Improvement Plans prioritized based on greatest customer impact
- Products and packaging designed to enhance customers' recycling and green purchasing initiatives and reduce costs

INVESTORS

- Shareholder visits and tours of company locations around the world, including the headquarters location in Santa Clara, California
- Non-deal "road shows" to share information on a wide variety of topics with shareholders and prospective shareholders

COMMUNITIES

- The Agilent Foundation donated over \$9 million to nonprofit organizations last year
- We provide grants to nonprofits working on clean water, food safety, cancer solutions and science, technology, engineering and mathematics education (STEM) initiatives
- We also match employee giving in communities where Agilent has a presence
- [Partnership with Hope Services, providing jobs for developmentally disabled clients at Agilent's corporate recycling center](#)
- Community outreach activities around the world through Agilent After School, our global STEM outreach program for students, implemented by employee volunteers
- [Recycled and returned equipment donated to those organizations in need](#)
- [The Wusihe Agilent Junior Middle School in China suffered devastating damage in the earthquake of 2008; initially, Agilent volunteers helped rebuild the school and now they return every year with supplies and volunteers to help](#)

EMPLOYEES

- Quarterly manager webcasts with Q&A session with senior leadership
- Annual employee survey with 90% participation rate; 85% would recommend Agilent as a great place to work
- 30% of leaders/managers are women; Top 200 Companies for Gender Equality 2018, Equileap
- An average of 33 hours of training per employee and 156,000 documented instances of training in 2018
- Award-winning Order Fulfillment & Supply Chain Academy provides free training in automation, robotics, artificial intelligence and more, preparing employees for the digital workplace of the future
- [Volunteer Time Off program provides up to six days of paid time-off for employees volunteering with nonprofit agencies](#)
- Employee network groups are employee-led groups that voluntarily come together to build networks; develop professionally and personally; and engage in the workplace and community
- Approximately 50,000 volunteer hours recorded in 28 countries last year

SUPPLIERS

- Compliance requirements re-communicated to existing suppliers every year

NON-GOVERNMENTAL ORGANIZATIONS

- Research initiatives like funding the Fingerprinting Rice Food Fraud research in 2018
- Ongoing educational partnerships to encourage STEM training and careers

INDUSTRY STANDARD-SETTING ORGANIZATIONS

- Membership and participation in organizations like the American National Standards Institute
- Dialogue and research on manufacturing standards, responsible sourcing and more

GOVERNMENT AGENCIES

- Disclosures on transparency requirements
- ISO registrations
- Information sharing at events

2018 Sustainability Highlights

Industry Leader for Life Sciences Tools and Services,
Dow Jones Sustainability Rankings by RobecoSAM

Ranked in Barron's 100 Most Sustainable Companies for **three** consecutive years

Agilent's Sustainability Forum, an internal cross-functional group, established

Investment in sustainability initiatives increased from **\$4M** to **\$7.4M**

8% reduction in greenhouse gases since 2014



New Bloom fuel server at Santa Clara site, offsetting US carbon dioxide emissions by about **1200 metric tons per year** [the equivalent of removing 252 passenger cars from the roads]



New photovoltaic solar system in Lexington, MA will provide **32% of the site's renewable energy production**



New Global Solutions Development Center in Singapore

PROGRESS TOWARD GOALS

GOAL 1
1% energy reduction per year; **10%** reduction by 2024

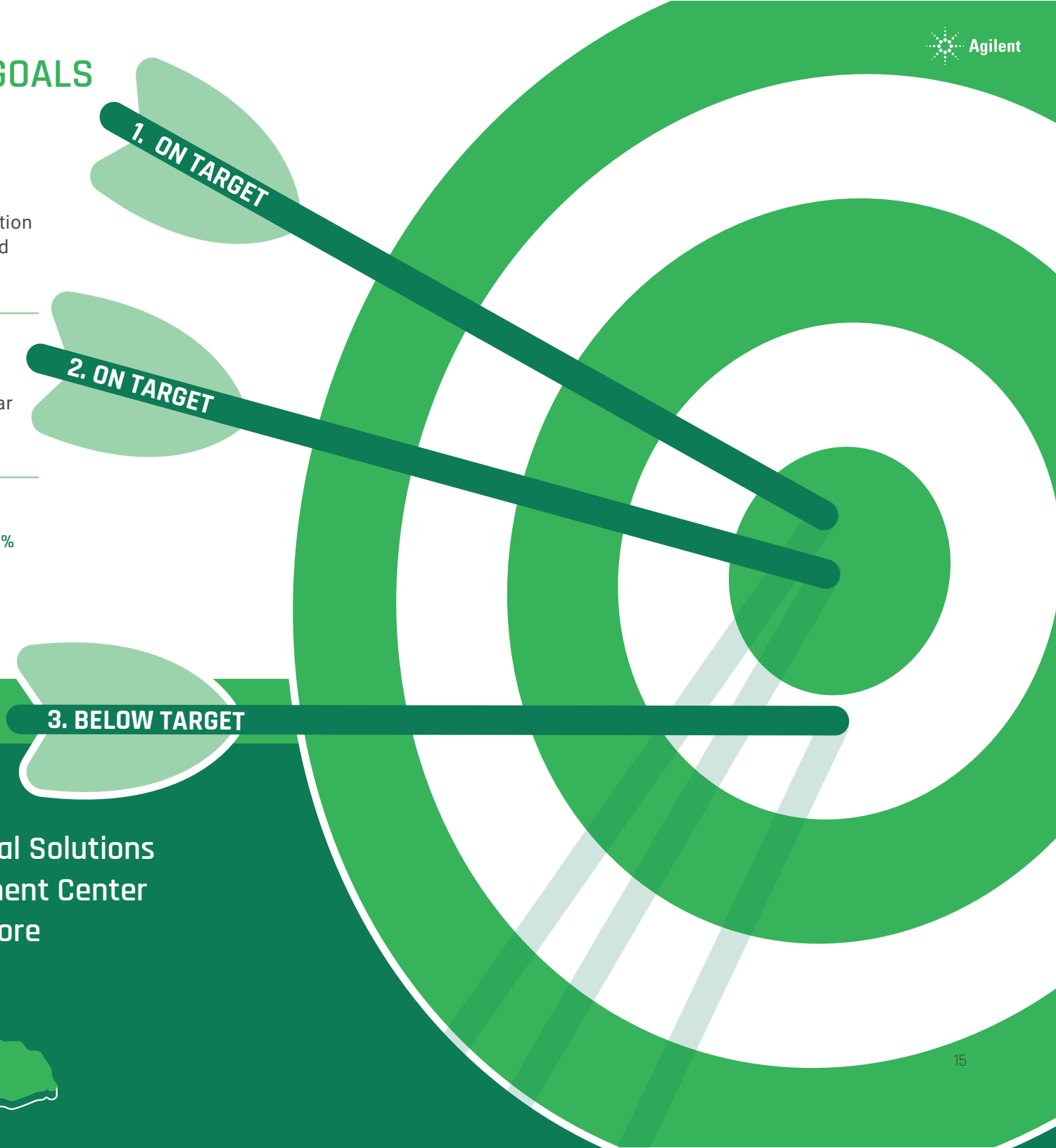
ON TARGET
4% energy reduction with \$2.5M saved since 2015

GOAL 2
95% solid waste diversion from landfill by 2020

ON TARGET
93% diversion achieved this year

GOAL 3
2% water reduction per year; **20%** reduction by 2024

BELOW TARGET
Below target: 5.6% water reduction since 2014



2018 Business Highlights

\$4.9 billion
in revenue

135
entirely new
products launched

33
average hours of
training per person

7.1%
core revenue growth rate –
highest since 2015

678 active patents and
1,970 active
published patents

Over
\$9 million
donated through
The Agilent Foundation

Over
\$1 billion
in revenue in China

38%
of full-time employees
are women

~8%
of revenue invested
in R&D every year

90%
of employees
participated
in annual
employee survey

85%
of employees
would recommend
Agilent as a great
place to work

PRODUCT INNOVATIONS

8700 Laser Direct Infrared (LDIR) Chemical Imaging System, bringing greater clarity and unprecedented speed to pharmaceutical, biomedical, food and materials science. The Analytical Scientist magazine ranked it among 2018's top innovations.

HRP Magenta for Agilent's flagship Dako Omnis instrument, a revolutionary new "red" chromogen for immunohistochemistry from Agilent that provides a complementary color that is both clear and distinct and enables pathologists to see cellular details and nuclear features. It provides good contrast to hematoxylin and pigmentation, which is especially useful in skin and lung tissue.

Cary 3500 UV-Vis system, providing the first significant advancement in UV-Vis architecture in decades with a major breakthrough in both chemical imaging and spectral analysis.

The first company to develop and launch **software to support the Allotrope Data Format**, a standardized data format for the pharmaceutical industry. The standard allows labs to transfer and share data across platforms, speeding up scientific collaboration and discovery.

ACQUIRED 8 COMPANIES

ACEA Biosciences, Advanced Analytical Technologies, Genohm, Lasergen, Luxcel Biosciences, ProZyme, ULTRA Scientific and Young In Scientific

Signed the CEO Action for Diversity & Inclusion™ pledge

**50,000 employee volunteer
hours in 28 countries**

**15,232 employees serving customers
in 110 countries around the world**



Headquartered in Santa Clara, CA

R&D and manufacturing sites in:

California, Colorado, Delaware, Massachusetts, Texas in the US; Australia, China, Denmark, Germany, Italy, Japan, Malaysia, Singapore and the United Kingdom

In addition, we operate Logistics Centers in the U.S., Germany, Singapore and nine additional regional hubs.

Intellectual Property: One Good Patent Can Lead to Another

Agilent's intellectual property portfolio contributes valuable information which can spur further advancement in science and technology, while at the same time allowing Agilent to recoup its investment. Agilent currently owns more than 675 active published patent applications and almost 2,000 issued patents worldwide.

Upon expiration of the patents, the technology can be freely used by other manufacturers. In addition, publication of Agilent's intellectual achievements, including patented and non-patented technologies, further promotes new inventions and applications.

Agilent's patented technology in companion and complementary diagnostics plays a key role in cancer treatment. These diagnostic products are used to identify patients who are likely to respond favorably to treatment with particular therapeutics. Diagnostics also guide physicians in

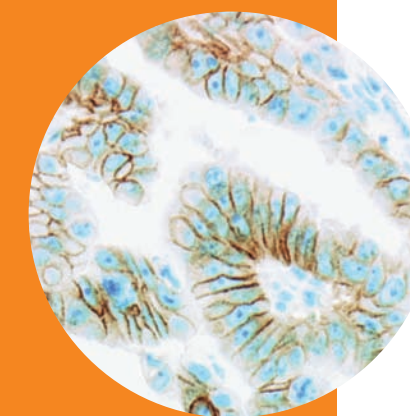


treatment decisions, and even pharmaceutical companies benefit from using diagnostics in their clinical trials, readily demonstrating the effectiveness of their products and facilitating the delivery of new therapeutics to patients.

AND IT STARTED AT AGILENT ...

Agilent has strong roots in companion and complementary diagnostics, stretching back to the development of the very first FDA approved immunohistochemical companion diagnostic, HercepTest, which is used to select treatment for breast cancer patients. That noteworthy innovation has provided the inspiration for substantial advancements in cancer research at Agilent.

Today, we provide many companion and complementary diagnostics which still aim to improve the human condition as they help guide treatments for conditions such as non-small cell lung cancer, gastric cancer, gastroesophageal cancer, urothelial cancer, breast cancer, cervical cancer, squamous cell carcinoma of the head and neck, and colorectal cancer.



ONE TECHNOLOGY, MANY APPLICATIONS

Another example of Agilent's patented and non-patented technology innovation is in the mass spectrometer industry. These instruments are used to measure a wide range of ingredients in a wide range of products: the level of pesticides or additives in food, steroid levels in athletes, vitamin D in blood, purity of pharmaceutical ingredients in drug preparations, and comparison of protein compositions of a cell before and after cancer drug treatment. These are just a few of the numerous applications of mass spectrometers that benefit the world we live in every day.

Agilent has devoted significant time and resources in the development of mass spectrometer technologies for years, all with a goal of improving the human condition. Publication of Agilent's intellectual achievements, including patented and non-patented technologies, has further promoted new inventions and applications in the mass spectrometer industry in general, making the world a safer, cleaner and better place to live.

2018 Recognition & Awards

Ranked 3rd in Barron's 100 Most Sustainable Companies

Top 200 Companies for Gender Equality 2018, Equileap

2018 Sustainability Award, Business Intelligence Group

World's Best Employers, Forbes

Best American Employers, Forbes

Management Top 250, Wall Street Journal

Company of the Year, Instrument Business Outlook

HR Leadership Award: Organization with Innovative HR Practices, Best Employer Brand Awards, Employer Branding Institute

Great Place to Work in Germany and Spain, Great Place to Work Institute

Best Employers in Malaysia, Aon

Most Popular Employer in Scientific Instruments Industry, China Instrument.com

Best New Separation Product, Scientists' Choice Award

Best New Spectroscopy Product, Scientists' Choice Award

Product Innovation Award, Life Sciences, Diagnostics & Applied Markets, The Analytical Scientist

IBO Industrial Design Gold Award, Instrument Business Outlook

Security Innovation Award, ADS

CSR Innovation Award, AmCham Shanghai

90th percentile of the market, Employee Engagement, as measured by Perceptyx

91% approve of CEO as measured by glassdoor.com

Gold Accreditation, Cycle-Friendly Employer, Denmark

Our Markets

Agilent focuses its expertise on six key markets:

PHARMACEUTICAL

Agilent has one of the broadest solutions portfolios of any company serving the pharmaceutical industry. Our solutions provide precise answers for every segment of the pharmaceutical industry, from disease research and drug discovery to drug development, manufacturing and quality control. The start-to-finish solution set means customers can get products to market faster.

DIAGNOSTICS

Agilent gives doctors a head start in the fight against cancer and other diseases. Our solutions help pathology laboratories deliver fast, accurate information to the doctors, hospitals and medical centers they serve.

ENVIRONMENTAL AND FORENSICS

From pesticides to pharmaceutical residues to trace metals, we provide fast, accurate and sensitive methods for monitoring contaminants affecting quality of life. Agilent solutions also play an important role in law enforcement by providing robust tools and instruments to analyze and verify evidence at trial.

FOOD

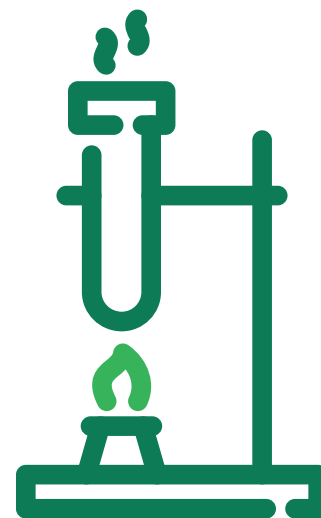
Agilent helps ensure that our global food supply is free of contaminants — whether chemical, viral, bacterial or microbiological. Our customers include government regulators and labs that control food safety, as well as private companies that produce, package and sell food to the public.

CHEMICAL AND ENERGY

The world runs on energy, and energy companies need to locate, extract and refine fuels efficiently and cost-effectively. Our solutions help customers maximize their production and predict failures in their refineries before they happen. Agilent also helps energy researchers investigate biofuels, renewable fuels and other forms of alternative energy.

RESEARCH

Most life sciences and diagnostics research is done at top-tier universities, with funding from governments around the world. Agilent is helping these researchers learn more about cancer, cardiovascular diseases, diabetes, Alzheimer's, Parkinson's, autism and other ailments. Our instruments, software and sample preparation solutions help scientists conduct faster, more accurate research.



Good Governance

Agilent is led by a chief executive officer and overseen by a board of directors. The current four committees of the board are:

- Audit and Finance Committee
- Compensation Committee
- Executive Committee
- Nominating/Corporate Governance Committee

The board selects the chief executive officer in accordance with the company's bylaws and other applicable policies. Information on Agilent's governance structure can be found in our Investor Relations website.

Agilent has 11 board members, 10 of whom are independent directors and three of whom are female. Agilent has adopted the standards for director independence in compliance with the NYSE's corporate governance listing standards.

ANTI-CORRUPTION

Agilent does business directly or indirectly in over 110 countries around the globe, each of which has its own unique laws, customs and business practices. Agilent requires its employees and business partners in all geographies to conduct their affairs with uncompromising integrity and will not tolerate corrupt activities of any kind.

Agilent complies with:

- The laws and regulations of each country where Agilent conducts business;
- The laws and regulations of the United States, including the Foreign Corrupt Practices Act;
- Other international anti-corruption laws and regulations, including the U.K. Bribery Act of 2010 and the OECD Anti-Bribery Convention, to which 38 countries are signatories;
- Agilent's policies and procedures; and

- Agilent's Standards of Business Conduct.
- Agilent's anti-corruption policy incorporates the common elements of anti-corruption laws and regulations worldwide that apply to Agilent's business.
- 100 percent of all Agilent business units were analyzed for risks related to corruption during the reporting period.
- 100 percent of management and non-management employees were required to receive anti-corruption training during the reporting period.
- Agilent has a formal process for investigating and resolving allegations of corruption should they occur.

ANTI-COMPETITIVE BEHAVIOR

Competition laws (sometimes referred to as antitrust laws) vary by country, but all share the common underlying philosophy that competition benefits

consumers by providing better products at lower prices and maximizes effective and efficient allocation of society's resources. Agilent is committed to competing vigorously and fairly in all markets in which we do business. We place the highest importance on maintaining compliance with competition laws globally.

ECONOMIC PERFORMANCE

After 2015, Agilent launched several company-wide transformative initiatives to drive growth and profitability. These efforts are yielding results. Our One Agilent cultural transformation promotes greater collaboration and has made it easier for customers to do business with us. Our Agile Agilent Business System is driving continual operational improvements. Revamped research and development programs and execution of our mergers and acquisitions

strategy are building a stronger portfolio, focused on customer-centric products and solutions.

Defined Benefit Plan Obligations and Other Retirement Plans

Percentage of salary contributed by employee and employer vary by country. Separate funds exist in some countries to pay the plan's pension liabilities. Agilent does not track participation in either mandatory or voluntary retirement/pension programs in each country in which we do business.

INDIRECT ECONOMIC 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.

In addition, our products are found in leading research and teaching laboratories. Our global

connection to academia also includes educational support, recruitment of top university talent, and philanthropy. Through our Thought Leader Program, Agilent supports scientific advancements by leading researchers around the world. We also contribute to research by providing financial support, products, and expertise in the life sciences, diagnostics and applied chemical markets.

OUR ENVIRONMENT

As a global leader in life sciences, we take a precautionary approach to climate change, minimizing our resource consumption and waste through our processes.

Agilent integrates climate change into its business strategy in several ways. Agilent uses our ISO14001 environmental management system to monitor and reduce our environmental impacts from CO2 emissions.

ENERGY

Agilent has identified energy use as one of its significant and material environmental impacts. Approximately 80% of Agilent's site energy footprint is reported from the sites that are included in its annual analysis of energy use and carbon emissions.

Energy use is consumed approximately 144,000 MWh (518,000 GJ) in FY18.

Reductions in Energy Requirements of Products and Services

Agilent is working on improving the energy efficiency of selected products/product families including instruments with high energy consumption.

Our new Agilent Intuvo 9000 Gas Chromatography (GC) system made significant energy reductions compared to the predecessor instruments. The employed direct heating technology is more efficient and can run methods faster, in half the space (footprint), using less than half the power normally required.

Building upon our strategy from last year, most of the energy savings achieved are based on two 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.

Agilent provides solutions for the environmental measurement market and helps customers in areas like air analysis and monitoring, environmental exposure, water analysis, and the analysis of soils, sludges and sediments.

WATER

Agilent has a target of a 20% reduction in normalized municipal water consumption over the next 10 years from a FY14 baseline.

Water Withdrawal by Source

Water withdrawal 1000 m3	2018	2017	2016
Ground water	157	173	155
Municipal water supplies or other water utilities	341	311	296
Total water withdrawal (volume)	498	484	451
Normalized withdrawal	0.141	0.145	0.133

Water Recycled and Reused

No noted significant water recycling has been noted for FY18 that is significant and measurable. Many sites have internal recycling processes in place (e.g. re-use of water for toilet facilities, or recycling within various internal production operations) but is not currently measured and reported.



EMISSION

Agilent's only direct emissions stem from the on-site combustion of fuel for heating or local electricity generation.

Direct (Scope 1) GHG Emissions

GHG emissions in metric tons of CO2e	2018	2017	2016
Gross direct (Scope 1) GHG emissions	7,518	8,195	7,840

Direct (Scope 1) GHG emissions by gas	2018	2017	2016
CO2	6,317	6,908	6,716
CH4	191	205	197
N2O	1,010	1,082	927

Energy Indirect (Scope 2) GHG Emissions

GHG Emissions in metric tons of CO2e	2018	2017	2016
Gross location-based indirect (Scope 2) GHG emissions	54,350	51,291	51,982
Total direct (Scope 1) GHG emissions	7,518	8,195	7,840
Total (Scope 1) + (Scope 2) GHG emissions	61,868	59,486	59,822

Other Indirect (Scope 3) GHG Emissions

GHG emissions in metric tons CO2e	2018	2017	2016
Gross other indirect (Scope 3) GHG emissions	153,589	151,547	151,113

GHG Emissions Intensity

GHG Emissions Intensity	2018	2017	2016
GHG emissions intensity ratio: MT of CO2e per site square footage	0.01623	0.01627	0.0166

Reduction of GHG Emissions

	2018	2017	2016
Total GHG reductions metric tons CO2e	5,704	4,490	940

Emissions of Ozone-Depleting Substances (ODS)

Agilent does not use, produce, import, or export Ozone Depleting Substances (ODS) prohibited under the Montreal Protocol on Substances that Deplete the Ozone Layer. We use very small amounts in the formulation of analytical standards in the pursuit of their detection in the environment.

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions

Agilent has been reporting direct NO2 emissions since FY15.

	2018	2017	2016
NOx emissions (MT)	1,010	1,082	927
NOx intensity. Factored against base figure: MT / Sq.ft.	0.000265	0.00030	0.000256



EFFLUENTS AND WASTE

Waste is identified as one of Agilent’s significant environmental aspects.

In FY18, the overall global waste diversion (from landfill) goal was 90% and Agilent exceeded this target by diverting nearly 96% of all its waste from landfill.

ENVIRONMENTAL COMPLIANCE

Agilent operates an Environmental Management System (EMS). The EMS provides a structure for identifying and mitigating Agilent’s environmental risks. The systematic identification of its significant aspects and impacts, implementation of controls, measurement of performance, and the setting of improvement objectives ensures that Agilent continues to operate in an environmentally sustainable manner. A key part of this process is the identification of significant environmental aspects and impacts.

Agilent’s Environmental (EHS) Policy outlines a fundamental corporate commitment to reductions in pollution (emissions) and conservation of resources (energy) and drives operations to meet long term environmental sustainability goals.

Non-Compliance with Environmental Laws and Regulations

In FY18, Agilent reported a total of 11 alleged regulation compliance violations. One incident resulted in monetary fines or penalties.

Our Products

INNOVATION IN 2018

At Agilent, we're proud to dedicate 8% of our revenue each year to funding innovations in Research & Development. That consistent commitment to creativity has resulted in new products including several major wins:

8700 LASER DIRECT INFRARED (LDIR) CHEMICAL IMAGING SYSTEM

Provides a new approach to chemical imaging and IR spectral analysis, all in a small footprint. The Analytical Scientist magazine ranked it among 2018's top innovations.

Designed for experts and non-experts alike, it's a simple, highly automated way to obtain reliable high-definition chemical images. Users can analyze more samples, in greater detail, in minutes vs. hours, allowing more informed, faster decisions in pharmaceutical, biomedical, food, environmental (microplastics) and materials science while reducing both costs and analysis time.

HRP MAGENTA

A revolutionary new "red" chromogen for immunohistochemistry from Agilent that provides a complementary color that is both clear and distinct and enables pathologists to see cellular details and nuclear features. It provides good contrast to hematoxylin and pigmentation, which is especially useful in skin and lung tissue.

CARY 3500 UV-VIS SPECTROPHOTOMETER

The first significant advancement in UV-Vis architecture in decades, the Cary 3500 offers photometric performance along with unique measurement capabilities, streamlining experimental design at a low cost. Available in several configurations including a multi-zone multi-cell that allows up to four temperature experiments, across eight cuvette positions, simultaneously.

The Cary UV workstation software can be configured to leverage the Agilent OpenLab software suite for user administration, security settings, e-signature workflows, and secure data storage to help laboratories meet the requirements of 21 CFR Part 11 and EU Annex 11.

OPENLAB CDS AND OPENLAB CHEMSTATION EDITION DATA SYSTEMS

The first chromatography data systems that enable labs to export files in the new Allotrope Data Format (ADF), an emerging standard developed by a consortium of pharmaceutical companies. ADF allows labs to transfer and share data across platforms and in turn, is expected to reduce error-prone manual input, increase data integrity, improve scientific reproducibility, boost efficiencies, enhance searchability, and fast-track the

ability to use all information collected from a given sample – all the while, speeding up scientific collaboration and discovery.

RESOLVE HANDHELD RAMAN SYSTEM

Winner of the 2018 ADS Security Innovation Award, this handheld system rapidly detects explosives, narcotics, toxic chemicals, chemical warfare agents and more through unopened opaque containers. Using spatially offset Raman spectroscopy, Resolve can work

through colored plastic and glass, paper, fabrics and other packaging materials, greatly reducing operator risk.

Conventional handheld systems typically require colored and opaque containers to be opened for a sample to be taken, exposing the operator and possibly the public to increased risk. Resolve systems are now deployed at locations around the world for law enforcement, military, hazmat and customs applications.



SUSTAINABLE PRACTICES

Virtual Reality Solution

Agilent is reducing time and travel costs for customers by using the Dako Virtual Reality Solution to introduce our capabilities for pathology laboratories. The new approach was launched in 2018 for the Dako Omnis solution, and the Total Pathology Lab version was launched in 2019, featuring our entire solution portfolio.

By donning special goggles, customers experience how it feels to use the product and follow a process from start to finish. Our field sales team can use the portable virtual reality system at the customer's location as well as at congresses and customer-facing events, eliminating travel time and expense, and reducing greenhouse gas emissions.

It's True: Good Things Come in Smaller Packages

In the last three years, Agilent has reduced its environmental impact by switching to smaller packaging made of sustainable materials. The new packaging produced less waste, and also eliminated 400 tons of cargo, saving over \$4 million in freight costs and preventing 1,600 metric tons of carbon dioxide emissions.

The effort was driven by Order Fulfillment and Supply Chain (OFS) with the help of a cross-functional team. The smaller packaging applies to a range of products from the Life Sciences and Applied Markets Group (LSAG) and Agilent CrossLab Group (ACG), ranging from large instruments to small reagent kits.

Less and smaller packaging, along with more environmentally sustainable packaging, can improve savings, efficiency, quality and even customer service while reducing environmental impact.

Jim Macdonald from our manufacturing site in Folsom, CA, helped implement changes for

select high-volume consumables like the Bond Elut Sample Prep products. The results: packaging size was reduced by almost 50%.

LOSING WEIGHT, GETTING SMALLER

Process and design changes in the LSAG Mass Spectrometer Divisions have reduced the chargeable shipment weight for products by almost 10%, said Nick Valerio, packaging engineer. "These changes are a cross-functional effort aimed at improving the way we build, test, structure, package and ship items used with our Mass Spectrometer instruments."

At the logistics center in Memphis, Tennessee, the team collaborated with George Ortega, logistics process analyst, and reduced the size of pallets by 2 inches. This small change reduces Agilent's cost of shipping each pallet by \$11; the company uses more than 10,000 pallets in Memphis each year.

In the Regional Logistics Center – Europe, their team found a large reusable insulated container to replace the smaller Styrofoam cool-boxes used to ship temperature-sensitive items between logistics centers. One new insulated container can hold 4,788 packages, which previously shipped in 479 Styrofoam cool-boxes. This eliminates the need for the Styrofoam boxes and reduces shipping volume, transportation waste (CO₂), process efforts and overall costs.

Dozens of similar improvements are being made across Agilent, and the results are adding up.

Valerio is leading a team exploring even more advanced sustainable packaging solutions, including biodegradable plastics known as bio-plastics, and environmentally sustainable solutions to replace Styrofoam and ice cooling bricks when shipping directly to customers. Valerio added, "No stone, or in this case, no package is being left unturned."



Creative Recycling, Far-Reaching Results

At Agilent, almost everything that's old has the chance to be new again, thanks to creative recycling and reuse programs.

The company offers a variety of trade-in programs specifically designed to help customers safely dispose of or recycle used instrumentation. The programs are now available in the US, Canada and Europe, and coming to China and India in 2019.

In 2018, the America Field Office and Canada accepted over 1,000 systems for recycling. In Europe's first year with the program, they took in over 300 used instruments.

Some of the products are refurbished to Agilent standards, including comprehensive electro-mechanical and operational performance validation. They become certified as "new" or "certified pre-owned" condition and then they're offered at extremely affordable prices. For many customers, pre-

owned instruments offer an affordable alternative to buying a new instrument.

In turn, Agilent uses fewer environmental resources to manufacture new products and offers customers a free, environmentally-friendly return process, thereby helping them with their green programs.

OLDER PRODUCTS SEE NEW LIFE

What about those products that have a limited or non-existent secondary market? Our Used Inventory Management Program is charged with recovering those returned products and even products no longer used at work by employees.

In January of 2018, Agilent donated recycled company computers with an inventory value of \$50,000, thanks to Mamadou Keita, service contract administrator in Americas



Customer Operations Center. He had a vision of equipping the Université Général Lansana Conté in Guinea, West Africa with a viable computer lab for students.

With the help of the Guinean Alliance for Education and Development (GAED), this donation impacted the education of 22,000 students.

ONE GOOD DEED LEADS TO MORE GOOD DEEDS

"I am humbled and honored to have the opportunity to work for a company that makes a difference in people's lives every day," said Mamadou.

"I also was able to use my Volunteer Time Off to travel to Guinea, and personally oversee the entire process, and that was the icing on the cake. I know without a doubt this is just the beginning of something amazing, because we have a greater opportunity to impact the quality of education for generations to come with this program."

Additional PC donation efforts have since taken place at the Université da N'Zerekore, Université Labe, Family Promise of Northern New Castle County, and Kennett Senior Center totaling an inventory value of more than \$100,000. Efforts are now underway to equip other organizations and universities with computers.

Our Operations

OUR GROWTH

2018 was a record year for the Agilent team. We achieved our highest annual core revenue growth rate and profitability since launching the new Agilent in 2015. We achieved all of this while continuing to make strategic investments for future growth, both organically and through mergers and acquisitions.

NEW MANUFACTURING FACILITY

In 2016, construction started on a new facility in Frederick, Colorado, to produce high quality active pharmaceutical ingredients with potential to treat cancer

and other diseases. The building was completed in 2019, creating over 100 high-paying jobs and increasing Agilent's capacity to produce high quality molecules. Shipments to customers from this new site are expected by the end of 2019.

The \$185 million manufacturing site covers 135,000 square feet and is a Good Manufacturing Practices facility as designated by the U.S. Food and Drug Administration. Design innovations were introduced with sustainability in mind, including process water sanitization using ozone versus heat, LED lighting with occupancy sensors, and a high efficiency condensing boiler for heating the building with hot water.

We expect the demand for therapeutic "oligos," which are short DNA and RNA molecules, to grow nearly 10 percent each year to over \$750 million by 2025. Oligos therapies have the potential to improve health and save lives around the world.

MERGERS AND ACQUISITIONS

At Agilent, our mergers and acquisitions strategy is designed to enhance our organic growth. We make that happen by seeking out businesses with

new capabilities and unique offerings that complement our business model. Our One Agilent approach to integration leverages our scale to drive revenue and create cost synergies.

In 2018, we acquired seven companies across our business groups. In addition, we acquired ACEA Biosciences in November, shortly after our fiscal year end.

Luxcel Biosciences and ACEA Biosciences expanded our portfolio of real time, live cell analysis solutions in our Life Sciences and Applied Markets Group. Cell analysis is an exciting and quickly evolving area, and Agilent's Cell Analysis Division is enabling ground-breaking biological research by making the measurement of life cells broadly accessible.

In addition, the acquisition of Genohm, a developer of highly differentiated, on-premise and cloud-based software solutions for laboratory management, broadened our informatics capabilities.

ULTRA Scientific and ProZyme strengthened Agilent CrossLab Group with differentiated consumables, while the acquisition of the Agilent business from Young In Scientific our long-time distributor in South Korea, grew our direct sales and service capabilities in this fast-growing market.

In our Diagnostics and Genomics Group, we acquired Advanced Analytical Technologies and Lasergen, building our product offerings in next generation sequencing work flows.





No One Left Behind: Building Our People and Processes for a Digital Future

When you empower some of the most advanced life-sciences research in the world, you'd better be able to deliver on promises.

That's why Agilent's swift and powerful Supply Chain function has transitioned to computer-driven automation, robotics, analytics and more.

Our target: within five years, deliver twice as much volume with the same number of people. Our mantra: no one left behind.

"When many companies introduce automation, they try to do 'more with less people.' At Agilent, we want to do 'more with the same'," said Henrik Ancher-Jensen, OFS president.

That's why training is crucial for Order Fulfillment and Supply Chain (OFS) associates.

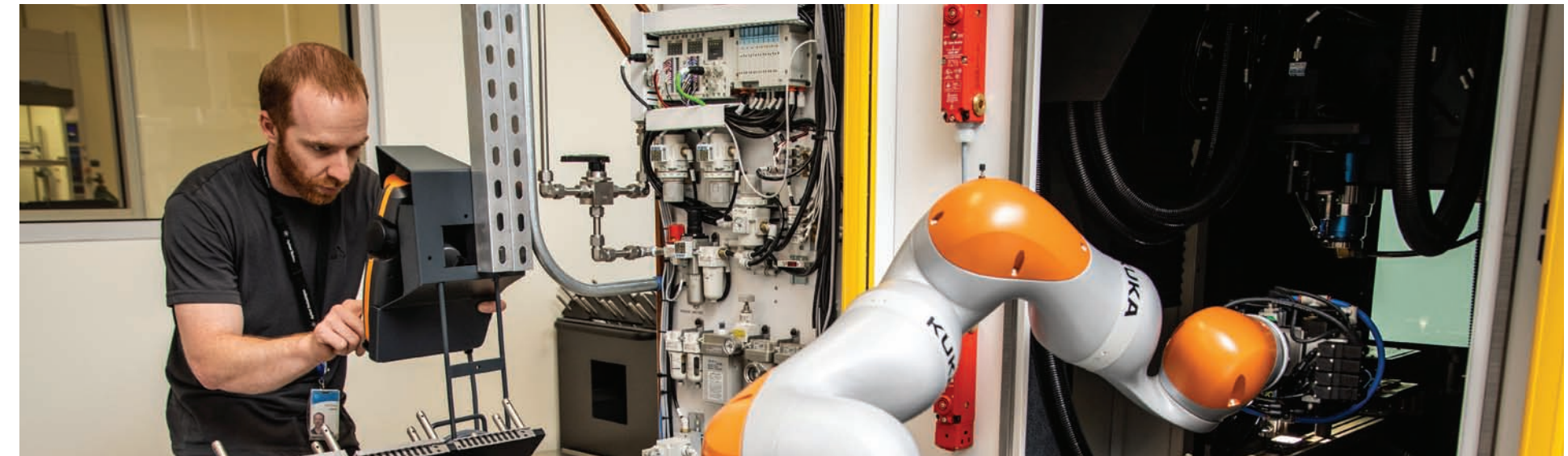
The OFS Academy provides sophisticated online classes, ensuring that employees can handle the digital processes of today – and those to come in the next five years.

Courses include emerging opportunities like 3D printing, big data, blockchain, and Python programming language, in addition to current technology.

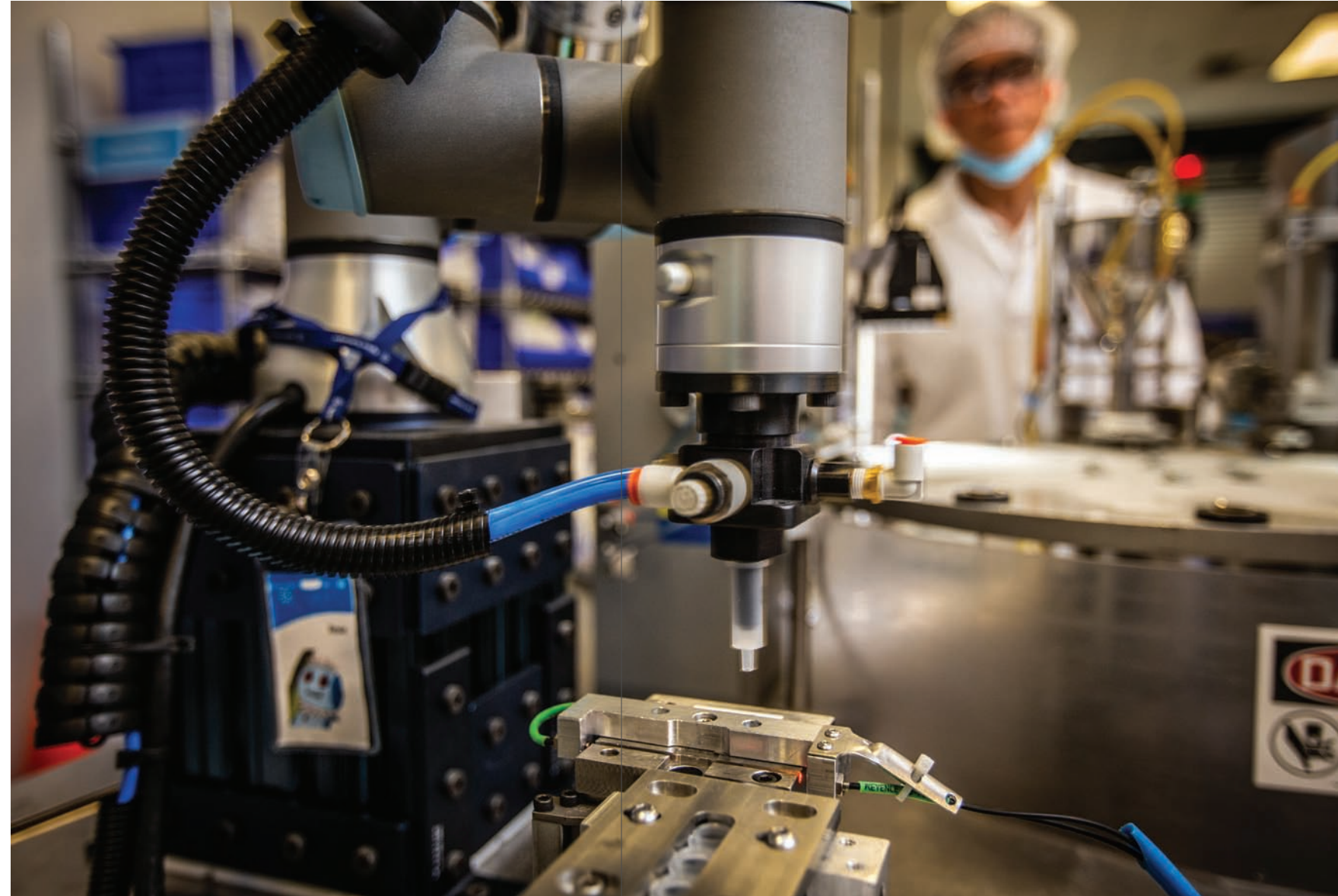


Employees **don't have to be computer savvy** to get started.

Classes are offered at all skill levels, preparing associates for increasingly complex job opportunities. Over 100 colleagues have become “Learning Champions,” reinforcing training lessons and introducing associates to next-generation technologies they'll be seeing on production floors in a few years.



As automation increases,
robots handle more tedious
and repetitive tasks,
operators handle more
challenging work – and
productivity increases.



Left, “Rosie the Robot” works in the Sample Prep area, feeding empty tubes onto machines, filling them with media, then capping them. The finished products are sent over to a spider-like robot that quickly and carefully packs them into boxes, ready for customers.

From process improvements on the work floor to big picture strategy changes, **collaboration is encouraged.**

Ideas are actively solicited through two important tools: Future Lab, an online site for crowd-sourced ideas, and think tanks, where employees discuss enhancements and new approaches that could improve key initiatives.

"Everyone is excited about embracing automation, doing more with the same, making our processes more efficient and improving quality," said Ben Burton, Chemistries Strategy Engineering Manager. "Technically speaking, we've really got it. Some of our processes are really cutting edge, pushing the envelope of what we didn't think could happen before. It's a fun time to be at Agilent."

SUPERIOR SERVICE

Today's consumers are accustomed to fast and easy digital transactions in their personal lives. From email and texting to video chatting and online shopping, that ability to quickly get results is what people now expect in their business transactions. At the same time, customers still want the ability to reach out to contact the right person for help when needed. Agilent is committed to providing both excellence in technology, and trustworthy experts that know how to deliver results.

Let's start with technology.

READY-TO-USE ONLINE SHOPPING OPTIONS

This time-saving feature provides customers with an online registration link to a pre-established page with everything ready to roll. Set up can include a pre-filled shopping cart with part numbers that will eventually need to be ordered as well as pricing. Customer accounts are fully verified and ready for first-time orders, making it fast and easy to do business with Agilent.

E-SUBSCRIPTIONS

Customers who place repeat orders of the same products can go to the Agilent website and set up a repeating subscription order. Before that product ships, the buyer will get a notification and the opportunity to postpone or cancel the order.

Christine Vargo, sales enablement manager, Chemistries and Supplies Division, said, "The Agilent system is unique, because

not only do we put the customer in control, we provide them with the ultimate flexibility. If they want to delay or cancel an order, they can easily do that. That's not the case in most e-subscription systems."

E-RENEWALS

Renewing service coverage is one of those tasks that isn't at the top of the list for lab managers. Agilent made it easier by starting a hugely successful e-renewals program, and now new features have been added.

Customers can now go online, select a month for preventive maintenance delivery and submit payment to activate a new service contract. They can also create their own service contract quote for new instruments coming off warranty.

"These features are important, because the customer picks exactly what they need, and for Agilent, these tasks become automated, so less manual

work is needed," said Anastasia Forte, business transformation program manager, Services and Support Division.

FLEXIBLE SPEND PLAN

Customers have the convenience of setting aside the funds they have available now and securing it in an account for up to three years. They can use their funds to purchase consumables online or cover any of their service needs. A 24/7 online portal allows them to track usage and balances.

"We've received positive feedback from customers," said Annette Kim, transactional business enablement manager, Chemistries and Supplies Division. "One customer loved the concept of not writing checks each month. Another customer loved the time she saved by not having to generate a purchase order for every purchase. Now she only needs her account number to order."

She added, "We believe this buying model is unique to Agilent. It's now available globally in most regions and we are looking forward to going live in China in 2019."

VENDOR MANAGED INVENTORY PROGRAM

To minimize downtime for laboratories, Agilent is piloting a Vendor Managed Inventory (VMI) program at selected contract analytical labs. Agilent provides critical parts at the customer's location and manages the inventory.

Kim said, "All clients need to do is walk into their stockrooms, pick up the product and scan it out of inventory. They are really loving the fact that everything is right at their fingertips, with no extra work. For Agilent, we gain greater visibility to what they're using and how often they're using these parts, which allows our sales team to focus on helping their customers improve overall lab productivity."

ALL THAT, PLUS A PERSONAL TOUCH

Sometimes customers face unique challenges that require more than technology – they need someone that can provide insights or special assistance. Agilent excels at providing trusted answers in these situations, too.

Here's an example: one of our customers creates personalized cancer therapy drugs. A cancer patient was scheduled to receive a potentially life-saving personalized cancer therapy drug and timing was crucial. Suddenly, the client's production process came to a standstill.

Their equipment needed an emergency repair and the downed instrument was not supported by their CrossLab enterprise engagement, not on an active field service contract, and required next-day service to allow on-time testing and release of product for the patient. The company reached out to Agilent.

No problem.

Agilent's CrossLab program management team quickly contacted local field service team members to locate the closest qualified engineer that could fly same-day to Madison, WI and provide next-day on-site repair support. The instrument was fixed and most importantly, the cancer treatment was delivered to the patient on time, as planned.

That's the kind of service that Agilent provides.

"The Agilent system is unique, because not only do we put the customer in control, we provide them with the ultimate flexibility. If they want to delay or cancel an order, they can easily do that. That's not the case in most e-subscription systems." – CHRISTINE VARGO, SALES ENABLEMENT MANAGER, CHEMISTRIES AND SUPPLIES DIVISION

"These features are important, because the customer picks exactly what they need, and for Agilent, these tasks become automated, so less manual work is needed."

– ANASTASIA FORTE, BUSINESS TRANSFORMATION PROGRAM MANAGER, SERVICES AND SUPPORT DIVISION

Customer Health and Safety

At Agilent we know our customers want the best return on their investment. That's why we ensure, through our Quality Management System (QMS), that our products and services are delivered to the level and quality our customers expect.

Our QMS is built upon a Quality Policy aligned with our customer expectations: Agilent earns customer loyalty by providing trusted answers through continuous improvement of products, services, and interactions of the highest quality and greatest value.

Assessment of the Health and Safety Impacts of Product and Service Categories

Agilent's quality and environmental policies mandate that we provide products and services that meet legal and regulatory requirements, including applicable environmental, health, and safety standards.

MARKETING AND LABELING

Agilent complies with required labeling for substance identification in our products in accordance with regulations, and safe use guidance for products produced by Agilent.

Requirements for Product and Service Information and Labeling

Annually Agilent communicates materials specifications through the "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 to ensure compliance with global regulations and minimize the environmental impact of its products and operations. Agilent also provides Safety Data Sheets with Agilent and third-party-

provided chemicals supplied stand-alone or with products for safe use.

The company also operates an end-of-life customer returns system. Reuse programs are offered for selected Agilent products. The programs address the requirements posed by the European WEEE (Waste from Electrical and Electronic Equipment) Directive. [Please see Agilent's Take Back Program.](#)

CUSTOMER PRIVACY

At Agilent, protecting the privacy of our employees and customers is critical to our success. We treat the collection and use of personal data with sensitivity and in accordance with applicable laws and regulations. Data privacy is embedded in every aspect of our business, and our global privacy program focuses

on ensuring that our policies, processes and operations meet the demands placed on us by customers, employees, regulators and most of all, our own commitment to the protection of personal data. This includes a continued focus on expanding our program in light of newly emerging regulations such as Brazil's Lei Geral de Protecao de Dados and California's Consumer Privacy Act, which both come into force in 2020.

In 2018, Agilent successfully implemented a comprehensive program to comply with the EU General Data Protection Regulation (GDPR). We completed a thorough analysis of how and where we collect, process, and store personal data, and updated our standard operating procedures, policies and processes as necessary

in order to comply with the new GDPR requirements. We designed new processes, including Data Subject Request and Data Protection Impact Assessment processes, to address new obligations under the GDPR, which will enable us to help our customers as needed for them to comply with their obligations under the GDPR. Agilent personnel received training on GDPR requirements and on Agilent's obligations as both a data controller and data processor. To further embed privacy in every aspect of our business, Agilent established a Data Privacy Board with Senior Management across the entire business, complemented by dedicated Privacy Champions in each function, responsible for acting as the voice of privacy in their area.

Agilent has an ongoing privacy program and full details of how we treat personal data can be found in our privacy statement [here](#). Agilent has appointed a Data Protection Officer to comply with the requirements of the GDPR and to safeguard Agilent's ongoing commitment to protecting personal data. Agilent is unaware of any complaints regarding breaches of customer privacy and loss of data.





Our People

EMPLOYMENT

Agilent is positioned to become a leader in innovation, creativity, problem-solving, and organizational flexibility. As a company, we must be able to leverage diverse perspectives, talents, and teams to meet this global challenge. The workforce demographics are changing in most countries and the competition to attract and retain top talent is increasing. Agilent strives to develop and apply excellent global people skills around the world and is committed to creating a diverse work environment and is proud to be an equal opportunity employer.

AGILENT BENEFITS:

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

Agilent Technologies has a number of programs and policies designed to help employees in its diverse workforce manage their work and personal lives while meeting company objectives for business success:

- Flexible Work Hours
- Holidays
- Flexible Work Arrangements
- Leaves of absence
- Parental leave
- Health and welfare benefits
- Retirement plans
- Employee and Family Assistance Plan (select locations)
- Employee Stock Purchase Plan

POLICIES

ENVIRONMENTAL HEALTH AND SAFETY POLICY

Agilent is committed to providing healthy and safe work environments and processes that enable our people to work injury-free and illness-free while acting in an environmentally responsible manner.

HUMAN RIGHTS AND LABOR POLICY

Our policies and practices require Agilent to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence.

EMPLOYEE VOLUNTEER TIME OFF

Agilent employees may use up to six work days per year to volunteer at charitable organizations that meet Agilent’s program guidelines.

PRIVACY POLICY

At Agilent, protecting the privacy of our employees and customers is critical to our success. We treat the collection and use of personal data with sensitivity and in accordance with applicable laws and regulations. Data privacy is embedded in every aspect of our business, and our global privacy program focuses on ensuring that our policies, processes and operations meet the demands placed on us by customers, employees, regulators and most of all, our own commitment to the protection of personal data.

EMPLOYEE DIVERSITY AND INCLUSION

Agilent’s commitment to diversity and inclusion helps us to be a great place to work, ignite innovation and deliver superior business results. Agilent applies

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

- Non-discrimination policy
- Harassment-free work environment
- Education assistance program
- Employee assistance program
- Employee network groups
- Unconscious bias training
- Balanced approach between campus recruiting and experienced hiring
- Flexible and part-time work schedules when possible

OCCUPATIONAL HEALTH AND SAFETY

Agilent’s Environmental Health and Safety (EHS) Policy outlines a fundamental corporate commitment to reductions in pollution (emissions), conservation of resources (energy), preventing work related injuries, and providing wellness programs contributing to the health and well-being of employees, and drives operations to meet long term EHS goals.

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.

TRAINING AND EDUCATION

Training at Agilent takes several forms: face-to-face classroom experiences, on-the-job learning, virtual classroom events and self-paced e-learning.

- One hundred percent of Agilent employees receive regular performance reviews.
- In 2018, approximately 99 percent of our Agilent employees completed training activities, with over 156,000 documented instances of training, including over 150,000 self-paced online course completions.
- Employees average 33 hours of training per year per person, including both regular and temporary.

PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

Our investment in our people’s growth is an investment in our business and in the retention of our competitive advantage, our edge and top talents. Agilent is committed to providing an environment in which employees can expand their knowledge, develop new skills, and contribute their best work.

Our culture of continuous development instills in our employees the behaviors that bring our values to life every day. We encourage our people to stay up-to-date on the latest research and technology while enhancing their current skills and growing new skills to meet future needs; we also put special emphasis on training managers at all levels to effectively communicate, role model, and reinforce our values and culture.

DIVERSITY AND EQUAL OPPORTUNITY

Agilent has a longstanding commitment to diversity and inclusion. Agilent recognizes the potential of every employee and continues to strive to make our values a true part of the company culture.

Agilent tracks gender diversity on a global basis. The company measures the balance of male and female employees at various levels in the company, as well as hiring and attrition rates for men and women.

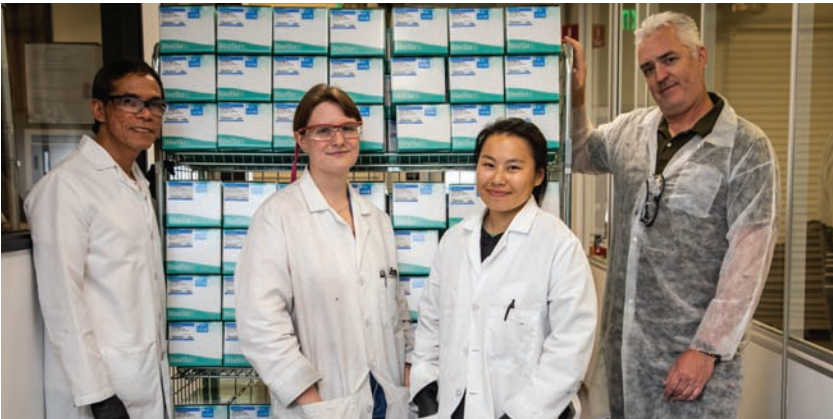
As part of Agilent’s commitment to diversity and inclusion, Agilent’s CEO has joined more than 400 CEOs around the world in CEO Action for Diversity & Inclusion.

Percentage of employees and managers by gender:

	Employees	Managers
Male	62%	71%
Female	38%	29%

The percentage of employees and managers by age group (under 30; 30–50; over 50):

	Employees	Managers
% Under 30 years of age	15.6%	0.8%
% 30-50 years of age	60.6%	63.8%
% Over 50 years of age	23.8%	35.4%



HUMAN RIGHTS

Agilent acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Agilent's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Agilent to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence. In terms of child labor, Agilent condemns all forms of exploitation of children. Agilent will not recruit child labor and supports the elimination of exploitive child labor. Agilent is unaware of any operations or suppliers identified as having significant risk for incidents of child labor.



EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES

All Agilent employees participate in the annual required training in the Standards of Business Conduct which outlines expectations for dealing with customers, suppliers and conduct in the workplace.

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.

One hundred percent of Agilent's purchase order agreements include human rights clauses and require that suppliers comply with Agilent Supplier Code of Conduct Policy.

ENGAGEMENT

Joyce Bertozzi: 60 Years of Service and Still Rolling Along

It was 1959 and Joyce Bertozzi was 18 when she heard the big news.

“One gal says to me, ‘Hewlett Packard is hiring!’ I was just a kid, fresh out of high school, and I wanted to make money to buy a car, so I rushed over to ask about jobs,” she said.

“When I got to there, I told them that the Department of Employment had sent me. The company had a wiring and soldering class I wanted to take, so I mentioned that to the lady. I was all ready to sign up for the class, but it was full. I was so disappointed.”

Bertozzi added, “She told me if there’s a cancellation, we will call. Well, you know what happened: they had a cancellation that Friday, so they called and said, ‘Be there Monday.’ I was shocked.”

THE JOURNEY BEGINS

And that was the start of her 60-year journey with Agilent.

She spent most of her career in Production, which she loved. “It was making a finished product, something you made yourself, which is more gratifying than working on a computer to me.”

But after 40 years with Hewlett Packard (HP), Agilent’s parent company, Bertozzi had to choose between staying with HP or transferring to the new Agilent business. “I didn’t want to relocate, and I didn’t want to lose all my years of service. So I went with Agilent and I’m glad. It’s been good.”



Eventually, she made another move – from production to office work – and started a totally new role in the Technical Information Services department. She said, “I had never worked on a computer, and I struggled through it. When my husband became ill, I could come to work and forget about what was going on. That helped me through those hard times.” Joyce eventually moved over to New Product Introduction where she’s been ever since.

Her husband passed away in 2013 and for the first time in her life, she was living alone. “It’s another phase of life. You’ve got to be flexible and as you get older, it’s harder.”

TURNING THE CHALLENGE INTO AN ADVENTURE

Today, she still loves her job. “I make it fun. I do a lot of shipping to places all over the world. It’s a challenge – and some days are harder than others, because Customs can be an adventure. But that’s the part I really enjoy.”

Not surprising for someone who has always been active, feisty and mechanically inclined. An only child, she grew up in San Francisco. She was fearless and loved zooming down the steep and foggy hills on her roller skates, with her skate key on a string around her neck. She enjoyed tinkering with tools, building and fixing things. Bertozzi said, "I even learned to check the oil and tire pressure on cars."

She has been a car fan for most of her life, and these days, she's a true collector with seven antique cars. Four of them she routinely drives to work: a silver '73 Mark IV Lincoln, a '73 Chevrolet Nova that belonged to her mother; a '72 Chevy step-side pick-up truck, and her favorite, a brown '64 Pontiac GTO, her first brand new car, just featured in a muscle car calendar.

Now she's looking forward to retiring at the end of the fiscal year and spending time at her cabin in the South Sierra Mountains. "It's near Bass Lake, and you take a road

nine miles up to 5,000 feet above sea level. My husband's grandfather, he had the place before us," she said.

"Every summer, I have to open up the cabin, get the varmints out. I like to walk and visit with our neighbors, enjoy the porch and back deck, and the view of our pond."

TIME FOR ANOTHER PHASE OF LIFE

Bertozzi didn't ever think she'd stay with the job for 60 years, "But I did! I've had a nice career, with ups and downs. I've enjoyed it and people have been patient and fair with me. And now it's time to retire – that's another phase of life that will be a big change."

One thing will remain the same: "I am not going to be a couch potato. That first day, I'll take care but I'll go somewhere!"

Her advice to employees, she said, is simple. "Do your job. Be yourself. Give people time to get used to you, and be careful. That's it."



Joyce Bertozzi is the company's longest-serving active employee. She will celebrate 60 years of service in October of 2019 and plans to retire at that time.

GREEN CELEBRATION IN SINGAPORE

Over 120 Singapore employees came together to celebrate Singapore's 2018 National Day. All 30 departments added greenery around the facility, planting one tree for each department.



PENANG INTERNATIONAL SCIENCE FAIR

More than 1,000 children and young adults participated in a series of science, technology, engineering and math (STEM) workshops in Agilent's booth at the two-day Penang International Science Fair. Over 70 Agilent volunteers explained the science behind the experiments and helped participants relate what they learned to real-life situations.

BIKING@AGILENT

Recognizing that area construction will soon lead to reduced road access and heavy traffic, Agilent Denmark found ways to make it easy for employees to come to work via bicycle. Their efforts resulted in achieving Gold Level Accreditation as a Cycle Friendly Employer.



**CYCLE FRIENDLY
EMPLOYER
CERTIFICATION**



VOLUNTEER TIME OFF

Pedro Parreño, a call qualifier in our Service Contact Center at Agilent Technologies Spain, is one of hundreds of employees who took advantage of the company's Volunteer Time Off benefit in 2018. Last August, he packed his bags and headed for Turkana, Kenya, where he taught math in a Cooperation Project in Saint Patrick's Nomadic Girls Center.

Each year, approximately 60 orphaned girls, ages 3-20, live in the Center for the month. On weekday mornings, the students study with their teachers and in the afternoons, they make bracelets and baskets. Weekends are fun-filled as volunteers accompany the children to sports events, dance competitions and outings to Turkana Lake.

"Volunteering at the Nomadic Girls Center was a very great experience for me. I learned a lot about the Turkana people and their way of life. The girls speak very good English so communication was fantastic," said Parreño. "Our labor during this month is just a small grain of sand, but I hope it helps to motivate these children for the rest of the year."

The Agilent Volunteer Time Off program allows eligible employees to take up to six days of paid time off each year for volunteer activities with charities and organizations that align with program guidelines.



Diversity and Inclusion

PHOTOS BY JOANNA PINNEO

PARTNERING WITH HOPE SERVICES

Unique benefits for both businesses

A recycling partnership with nonprofit Hope Services is providing unique benefits for both businesses.

Hope Services is the leading provider of services to people with developmental disabilities in Northern California. Some 3,500 people and their families, living with issues like cerebral palsy, intellectual disability, epilepsy, autism and Down syndrome, benefit from their work services and other programs.

Enter Agilent, where years ago, an employee told her boss about Hope Services and asked if the company could provide part-time

jobs for special needs people like her son. Ten years later, it's become a solid marriage of interests.

Hope Services employees and their on-site supervisor are paid through funding provided by Agilent, and each employee works 4-5 days per month sorting recycled materials. All totaled, 16 Hope Services associates make recycling happen at Agilent.

PROVIDING EXPERIENCE AND MORE

"Agilent has done so much for us," said Sheri Najera, coordinator of Silicon Valley Diversified Network for Hope Services. "They cleared a space for us, and they provide gloves, aprons, goggles, everything we need. Our clients



attend a daily safety meeting every morning. They are paid for their time, which they love. And they can't wait to open their checks and say, 'I made this much!'"

Agilent invites Hope Services employees to company events, and they're often spotted eating in the cafeteria, where Agilent associates call them by name. "They feel like part of the family here," said Najera. "They're very comfortable. We want them to learn to be productive in the world and at the same time, get rid of the disability stereotype. Our partnership is helping us do that."

Scott Gibson, Agilent manager of Environmental Health Services and Workplace Services, believes the company is fortunate to have this team on the job. He said, "The Hope Services group is an integral component of the Agilent Santa Clara community. The waste created by 1,800 employees on site is sorted appropriately by these brave souls, never wavering, always smiling."

HOPE SERVICES BRINGS WORK ETHIC, FRIENDSHIPS

But the big win is that Agilent employees see firsthand how developmentally disabled people really aren't so different

from anyone else. "The smiles and happiness they create by interacting with other members of this community, from EHS and janitorial to cafeteria staff and everyone in between, are really special. I love having the Hope Services group on this campus, not only because of their work ethic, but because of the unique personalities of each individual," said Gibson.

Ryan Brown-Olsen has been working for four years with Hope Services at Agilent, sorting all types of recycled materials. His personality is larger than life and he speaks to everyone, just as if he's known them for years. "I'm lovin' it here," he said.

The best part of his job? "I get to do my best, and I've learned to be more confident. But my other favorite part is the burgers, fries and root beer in the cafeteria. Root beer is my favorite drink. And also, getting my paycheck. I like that the best – almost as much as I like Disney movies."

Brown-Olsen has gained valuable experience while working part-time with Agilent, and believes he is ready to move up in the world. He is proud to tell his friends that, with his mom's help, he just landed a full-time position with a new employer.



We're proud to have earned this recognition. We have a longstanding commitment to diversity and inclusion and believe that a wide variety of perspectives yields richer results for our customers, our partners and our employees.

Colleen Fleming
DIRECTOR OF DIVERSITY AND INCLUSION

AWARD-WINNING GENDER EQUALITY

Equileap, the leading organization providing data and insights on gender equality in the corporate sector, ranked Agilent at 55 out of the top 200 companies leading the way in gender equality in 2018.

The organization also identified Agilent as one of five companies that reported specific data regarding pay equity. Agilent reports annual compa-ratio data by employee category and gender. Compa-ratio indicates an individual's pay position versus the mid-point of the range for the assigned job.

Colleen Fleming, director of Diversity and Inclusion, said, "We're proud to have earned this recognition. We have a longstanding commitment to diversity and inclusion and believe that a wide variety of perspectives yields richer results for our customers, our partners and our employees."



ENCOURAGING GIRLS IN ENGINEERING

Many members of Agilent's Society of Women Engineers (SWE) worked at the Agilent booth at the 2018 Invent It. Build It. EXPO, encouraging middle and high school girls to choose an engineering career. The volunteers used the Agilent After School science kits to provide hands-on learning for attendees. "The girls absolutely loved it. I can't say enough good things about it," said Kristen Giammarino, informatics lead in Education and Consulting Services.

"SWE is a great organization for women in technical fields. It's not always easy being female in a technical company. You get to meet people and develop new relationships, and that really helps you feel connected within the organization. If you need advice when you're facing a challenge, you have people to call on. They also offer regular meetings with lots of educational presentations."

WOMEN@AGILENT EMPLOYEE NETWORK GROUPS

Women@Agilent is an employee network group open to all employees interested in professional development, networking and volunteer opportunities. Recently the Santa Clara group hosted a "lunch and learn" discussion about women's leadership behaviors and career advancement. Women@Agilent Santa Clara leaders helped facilitate the discussion. The employee network also has new groups in Australia/New Zealand and Germany, with additional chapters forming. Agilent is proud to support a growing number of employee network groups, including the Society of Women Engineers@Agilent and the INSPIRE employee network group (Denmark).





Our Communities

Agilent's worldwide community programs tangibly demonstrate the company's values and commitment to corporate citizenship. In communities where we operate, we contribute through the Agilent Foundation and company grants, employee volunteerism, public policy and community partnerships in the areas of science education, and workplace giving campaigns.

Through grants and donations, Agilent supports programs designed to increase student interest and achievement in science education, with an emphasis on populations under-represented in the technology industry. Each year Agilent employees throughout the world devote thousands of volunteer

hours to increasing student interest in science and other community activities.

Agilent employees make their communities a better place to live and work through their generous contributions and volunteerism efforts.

Agilent's Volunteer Time Off program allows eligible employees to take up to six days of paid time off each year for volunteer activities with charities and organizations.

The Agilent Year-Round Giving Program provides employees the opportunity to support a broad range of eligible nonprofit organizations in their communities in the areas of health and human services, arts and culture, education and literacy, environment and conservation, and family and civic betterment.

The Agilent Foundation matches those employee contributions dollar-for-dollar, doubling the employee donation and allowing the Foundation to support our employees' preferred charities.

In addition to the Giving Program, the Agilent Foundation supports other initiatives to enhance, enrich and support the communities in which Agilent operates.

Wusihe Junior Middle School: Inspiring Challenged Children to Dream

Last year, 21 Agilent volunteers traveled 186 miles across the China countryside to inspire disadvantaged middle school students to set goals and achieve their dreams. This initiative at the new Wusihe Junior Middle School is the latest in a nearly ten-year partnership, which started with recovery assistance from the Great Sichuan earthquake.

The school Wusihe Junior Middle School, has 300 students, and 90% of them are “left-behind” children. Both parents typically

work in a city and most of the children live with grandparents or other family members. Many face developmental and emotional challenges.

Agilent China volunteers worked with teachers to develop a series of activities for these students focused on setting goals and achieving personal dreams. The first portion of the three-day session, “Flying on the Wings of a Dream,” featured volunteers who shared their personal stories about the power of ideals and dreams, and how to make dreams come true.

CREATING THEIR OWN DREAMS

“The Power of Role Models” motivated students to share their own inspiring and touching stories. In a career planning forum, students were encouraged to think seriously about their own future, including education options and career paths. The team also conducted sessions that featured Agilent After School science kits, with hands-on learning of scientific principles.

Children were listening, asking questions and sharing throughout the session. According to teachers and staff, the three-day session was a great success. Ran Ao, school principal, said, “These workshops deeply engaged our students and gave them a lot to think about.”

Feng Huo, Agilent vice president and Greater China general manager, said, “Focusing on education and giving back to the community is an important part of Agilent Culture. This visit to Wusihe Junior Middle School is a vivid example of our commitment in action.”



CANARY CHALLENGE

Forty-one Agilent employees, including several cancer survivors, raised more than \$73,000 as they rode, walked and ran in the 2018 Canary Challenge. The fundraising event supported early cancer detection research at the Canary Center at Stanford. Agilent Foundation, which lists cancer research as one of its focus areas, also provided funding.



BUILDING HOMES IN BRAZIL

Fourteen employees in Agilent Brazil gave up their weekend to build a transitional home for a needy family, working with nonprofit [TETO Tech](#) in Sao Paulo. The organization works to overcome extreme poverty in slums through training and cooperative actions between families and volunteers. Team leaders Gisela Bellinello, Brazil country manager, and Vanessa Santos, Americas legal team, agreed that it was hard work, but an "amazing experience." Santos added, "Everyone on the project felt the happiness and gratitude."

Agilent India: Meeting and Giving

Sustainability and social responsibility have always been key drivers for Agilent, and India is no exception.

During the India Annual Meet, employees came together for a service project to help the local community. The goal: to provide sturdy and functional school desks and benches for children in communities with minimal funds to support education and accessibility. Employees participated in an energetic team building activity, assembling more than 50 desks to be donated to a local school.

The Agilent India organization also donated 100 wheelchairs to the Nipman Foundation, a nonprofit organization that provides wheelchairs to special needs people who cannot afford them.

Deepa Malik, India's first female medalist in the Paralympic Games, was invited to the Annual Meet to share her experiences about battling odds and emerging a winner. Agilent India donated \$7,000 to the Wheeling Happiness Foundation to promote sports and parasports for differently-abled people.



The Agilent Foundation

In 1999, the year we launched Agilent Technologies, we also launched the Agilent Foundation -- because we are committed to advancing the quality of life.

We are equally committed to sharing a portion of our earnings with the communities where we live and work. We believe it's the right thing to do.

Our philanthropic efforts focus on four areas where we believe we can make the most impact with our time, our talents and our funding:

- clean water
- food safety
- cancer solutions
- science education

The Foundation provides funding for projects addressing these four issues. In addition, the Foundation matches employee giving in communities where Agilent has a presence.

Following are some of the 2018 global programs that engaged Agilent employees and were supported by Agilent Foundation:

USA

Little Falls - Family Promise of Northern New Castle County
Massachusetts - After School Program
Santa Clara - Humane Society
Santa Clara - Canary Challenge
Washington - After School Program
Society of Women Engineers Conference

China

Wusihe Junior Middle School
Shanghai Science and Technology Museum
Local elementary school (Hong-Kong)
Beach clean-up for Earth Day (Taiwan)

Germany

Agilent After School STEM education program

India

Giving Campaign

Italy

Agilent After School STEM education program

Japan

Agilent After School STEM education program

Malaysia

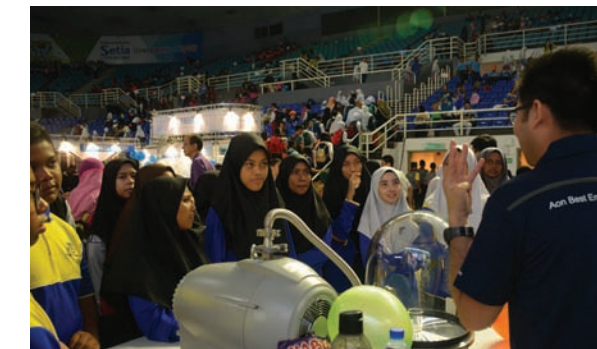
Penang International Science Fair for students

Spain

Agilent After School STEM education program

United Kingdom

Agilent After School Science Club



Fingerprinting Rice: Fighting Food Fraud, Saving Lives

MARY MCBRIDE, DIRECTOR, APPLIED SEGMENT MARKETS, SPONSORED A REQUEST FOR THE AGILENT FOUNDATION TO FUND THIS INITIATIVE. A GRANT WAS AWARDED.

Half of the world's population depends upon rice as their premium staple food.

In recent history, rice consumption has travelled far beyond Asian countries to become the fastest-growing food staple in Africa – and unscrupulous people are taking advantage of this massive business opportunity.

The most common kind of “rice fraud” is substituting low quality rice for premium rice. But more recently, dangerous types of fraud have been detected. For example, old, moldy rice can be bleached and sprayed with chemicals so that it looks and smells like premium rice. Another more sinister fraud is mixing premium rice with plastic that has been milled to look like rice.

These rice problems first surfaced in China. But around 2015, the offenders shifted their attention to Africa, where rice is the most popular and also the fastest growing food staple.



FAKE RICE HITS FAMILIES HARD

West African ports serve as the major gateway for food coming in to the rest of Africa, so an enormous amount of imported rice passes through their markets.

Suddenly, families and entire communities in West Africa were becoming dangerously sick after eating rice.

Under the leadership of international food fraud expert Professor Chris Elliott, Director of the Institute for Global Food Security at Queens University, Belfast, the global Fingerprinting Rice team was established to tackle some of these issues.

Their first goal was to create a system to monitor and manage fraudulent rice. They hoped to find a way to “fingerprint” premium quality rice so it could be easily identified in the marketplace as safe. Ideally, consumers could watch the rice being tested and know they were buying clean food.

“But back in 2015 and 2017, It took a long time to determine the difference between an authentic rice and an adulterated rice,” said Dr. Ernest Teye, professor in the Department of Agricultural Engineering, University of Cape Coast, Ghana. “We needed to find a way to quickly identify good rice.”

The Agilent Foundation provided a grant to support this critical research.



“We needed to find a way to
quickly identify good rice.”

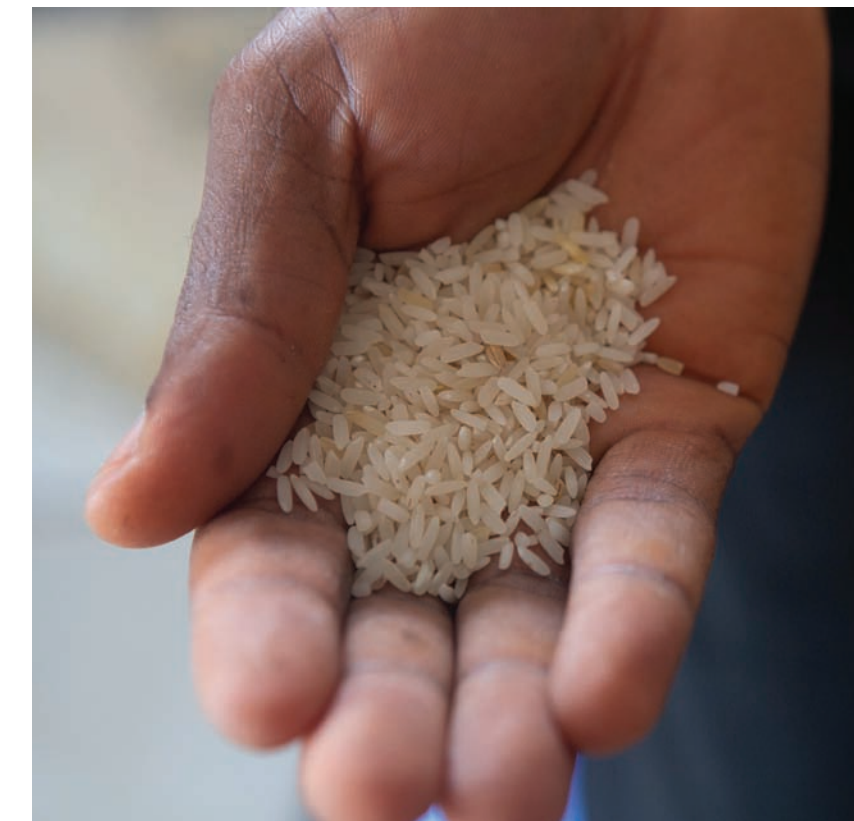
– DR. ERNEST TEYE, PROFESSOR IN THE DEPARTMENT OF AGRICULTURAL ENGINEERING, UNIVERSITY OF CAPE COAST, GHANA



THE PLAN TO FIGHT FOOD FRAUD

The team agreed that a rapid screening approach that would work in the field was critical, and that hand-held molecular spectroscopy was a good option. At the same time, they worked on developing an extensive library of molecular fingerprints using thousands of rice samples from China, India, Ghana and Vietnam. The rice fingerprints could be stored in the digital cloud, ready to access during rice testing.

It was a practical plan.



In moments, samples could be matched if the rice was good.

TEACHING THOSE WHO TEACH AND REACH OTHERS

With technology identified and a testing system in place, the team has been sharing their learnings. The two-year initiative is nearing completion, and team members from China, Vietnam and Ghana have been scheduling and conducting international and in-country workshops for stakeholders, and staff and students at their Universities.

The team has also identified biomarkers of authentic rice and intends to drive the biomarkers into the development of new standard test methods at the ISO standards level.

And of course, they are all working to support continued rice testing in their marketplaces.

“We are bringing food analysis into the kitchen, to inform people about the quality of rice,” said Teye. “We are now overcoming the problems of toxic rice. We have a simple, rapid robotic detection method and the necessary identifying biomarkers for good rice. Together, this will save a lot of lives. That’s a good solution for all.”





“We are now overcoming the problems of toxic rice. We have a simple, rapid robotic detection method and the necessary identifying biomarkers for good rice. **Together, this will save a lot of lives. That's a good solution for all.**”

- DR. ERNEST TEYE, PROFESSOR IN THE DEPARTMENT OF AGRICULTURAL ENGINEERING, UNIVERSITY OF CAPE COAST, GHANA

Indigenous Students:

Providing Possibilities and Career Paths in Australia

DR. DAVID BRADLEY, AGILENT MANAGER OF ACADEMIA AND COLLABORATIONS IN SOUTH ASIA, JAPAN AND KOREA, SPONSORED THE REQUEST FOR THE FOUNDATION TO FUND THIS INITIATIVE.

It's a place of outrageous extremes.

It's a continent but also a country.

It's the world's largest sand island. Site of the 25 million-year-old Great Barrier Reef, so large it can be seen from outer space.

Home to a National Park that contains Aboriginal rock carvings and oddly enough, a uranium mine.

A place where boomerangs were created for hunting, and didgeridoos for music.

And home of the world's oldest cultures, the Aboriginal and Torres Strait people, the first known inhabitants of Australia over 30,000 years ago.

Today, Australia has 25 million residents. Only two percent are Indigenous, and they are largely recognized as a disadvantaged population. They have a shorter life expectancy, higher rates of infant mortality, poorer health, and lower levels of education and employment.



OUTREACH IN THE OUTBACK

Dr. David Bradley, Agilent manager of academia and collaborations in South Asia, Japan and Korea, works to build scientific collaboration across the region, supporting research and education needs of academia. While meeting with the University of Melbourne, he learned about their commitment to helping Indigenous students pursue science, technology, engineering and math (STEM) careers and university degrees.

Prior to working at Agilent, Bradley worked in academia and knew about the painfully low numbers of Indigenous students staying in school. He was saddened to learn that at his university, some 30,000 people were enrolled; 60 students were Indigenous, with only 4 enrolled in STEM programs – which provide the greatest opportunity for higher paying jobs.

He said, “I knew that at Agilent, we’re serious about diversity and inclusion. We’re strong and authentic on that. And there’s a

genuine drive at the University of Melbourne to change the low number of Indigenous students and especially females, which is a real issue here. So I thought we could be great partners.”

He explained, “Our CEO empowers people to create what we want here. That’s why I set up a Foundation submission, asking for money so that together, we could do more things to help these students. There is a serious need.”

A PLAN TO GET THESE STUDENTS INTO STEM CAREERS

The Agilent Foundation funded his proposed three-year program to encourage and support the education of Indigenous students. First, high schoolers would learn about why a high school degree and STEM classes are worthwhile, and be exposed to a wide range of STEM careers, setting them up for success in college.



“I knew that at Agilent, we’re serious about **diversity and inclusion.**”

– DR. DAVID BRADLEY, AGILENT MANAGER OF ACADEMIA AND COLLABORATIONS IN SOUTH ASIA, JAPAN AND KOREA



They would also have the opportunity to participate in the Residential Indigenous Science Experience (RISE), a week-long camp where year 9 and 10 students gain exposure to STEM careers as well as the university experience.

Secondly, the program would support the Bachelor of Science Extended program. In addition to scholarships for housing, Indigenous students would receive an extra year of study to bridge any science gaps that may have developed in secondary education.

The University initiative also included a first-year mentoring program to help the college students adjust to daily life on campus and strengthen study skills. Bradley hoped these efforts would reduce the Indigenous students’ first-year drop-out rate, which is around 80 percent versus 30 percent for non-Indigenous students.

EMPLOYEES JOIN THE CAUSE

Bradley recruited Jane Hermann, HR manager in Australia, to find Agilent volunteers to bring the program to life. She scheduled an employee meeting and asked if anyone would be interested in becoming mentors in the program. “Fifteen people had their hands up immediately,” said Bradley.

“The support from Jane and the entire site has been great. We’ve had a groundswell of support, of people giving their time and getting engaged. They’ve organized and worked at special STEM events, they’ve given presentations to students, and others are working as mentors with the students. They’re all doing it because they believe in diversity and inclusion. They’re doing the right thing. That’s all really happening at Agilent, because we’ve been empowered to make a difference.”

After the first year of the program, results are encouraging. Bradley reported, “By the end of 2018, we had impacted 2,148 students with our programming. RISE participation increased from 33 to 45 Indigenous students, and 16 experienced RISE participants volunteered to become mentors.”

The Indigenous Student program trained 2 Indigenous science students to inform attendees during the Science Gallery PERFECTION exhibit, which drew 16,000 people. Their messaging highlighted Aboriginal and Torres Strait Islanders as Australia’s first scientists and encouraged young people to consider study and careers in STEM areas.

The Bachelor of Science students also ran Science Delivery Roadshow, providing interactive workshops and presentations at schools with a high proportion of Indigenous students. Two presenters

were current Indigenous students, providing an especially strong role model for Indigenous attendees.

FIRST-HAND FEEDBACK ON THE PROGRAM

Luke West, a first year Bachelor of Science student, was sponsored to attend National Science Week, which hosted the National Environmental Science Program’s conference on Indigenous panel on scientific knowledge and practice.

“I have learned much about problems that Indigenous people and communities are facing in modern science,” said West. “But also it has allowed me to reflect on how, as a young Palawa man, I am able to help my own communities in the face of these issues. I learned about my responsibilities as an Aboriginal man, with respect to knowledge sharing and ensuring

my community can be properly represented in scientific studies.”

In addition, six Agilent employees trained and served as mentors in the STEM Industry Mentoring Program, working with students who are studying science in undergraduate and graduate programs. Many more employees helped with regular and special events for Indigenous students.

GROWING UP AND OUT

The good news about the Indigenous Student initiative is spreading.

Bradley said, “Now we are getting opportunities to work with other universities who heard about us and want to learn about our Indigenous student programs and even about our Women at Agilent group, which has supported our events.”

In the future, Agilent and the University hope to expand the Indigenous Student STEM Program to provide internships, vacation employment experience, and possibly employment upon graduation. They are also considering an engineering winter school experience for high schoolers and exposure to women entrepreneurship.

What started as a small program is on its way to becoming a big success.

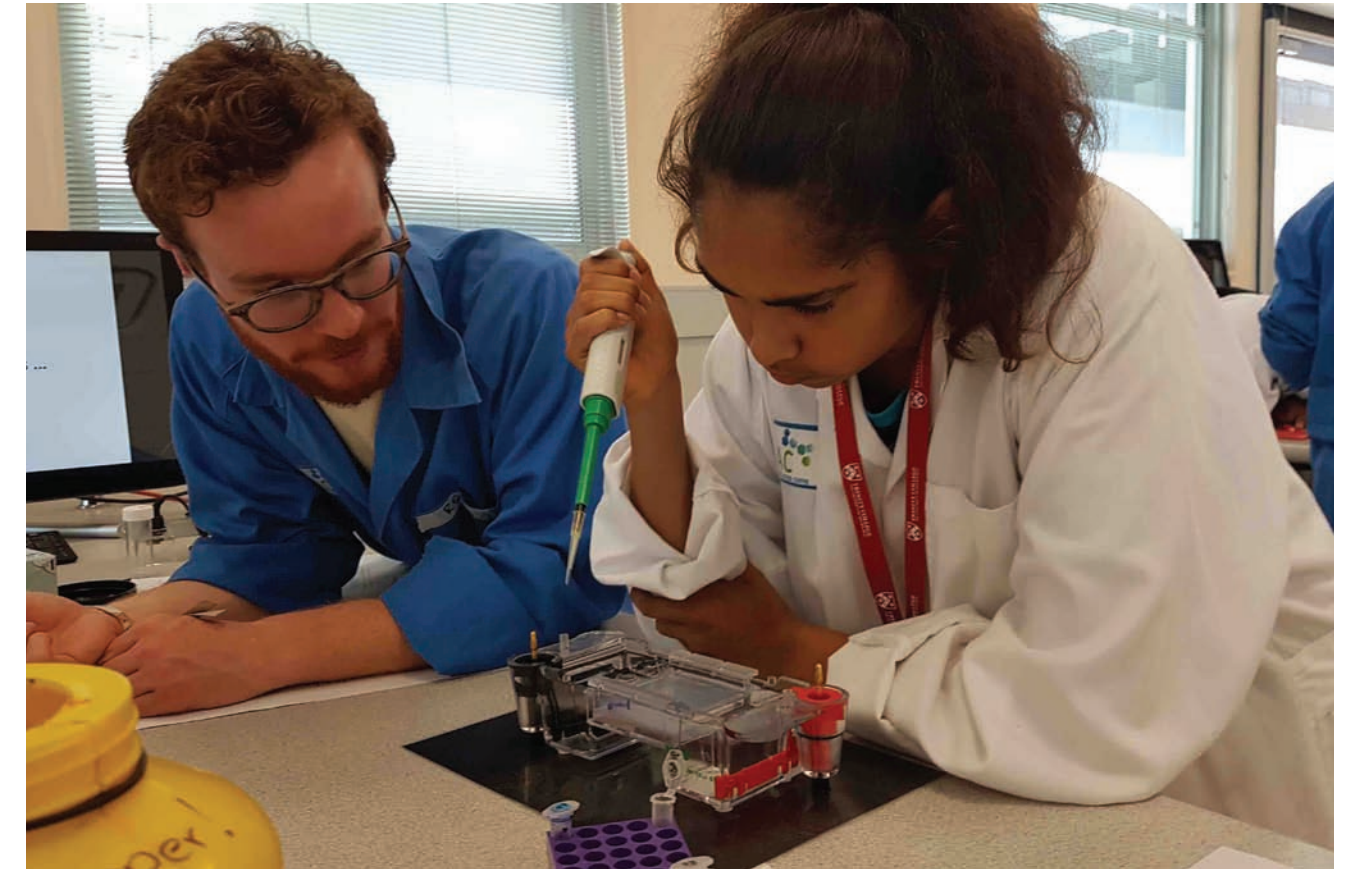
MAKING DREAMS COME TRUE

Indigenous student Benjamin Hodge is grateful for the Bachelor of Science Extended scholarship he was awarded. “One of my life goals has always been to become a doctor and the first step in my career path is to obtain an undergraduate Science degree and then to hopefully

study Medicine at the University of Melbourne,” he said. “This award will help me concentrate on my studies, sit the GAMSAT, and obtain a subject average that I know I am capable of, without finances being an issue.”

Bradley said so many Indigenous students are appreciative of the funding and personal support provided by Agilent. “We were having discussions with the University level students and they told us how much this program has helped them stay in University and achieve their dreams. This program is making a difference,” said Bradley.

“Agilent has always had a good inherent culture. Now we are empowering our people to do more individually about helping our Indigenous people – that’s just another way we are improving the human condition.”



84 “I have learned much about problems that Indigenous people and communities are facing in modern science.” – LUKE WEST, A FIRST YEAR BACHELOR OF SCIENCE STUDENT

“Agilent has always had a good inherent culture. Now we are empowering our people to do more individually about helping our Indigenous people – that’s just another way we are improving the human condition.” – DR. DAVID BRADLEY, AGILENT MANAGER OF ACADEMIA AND COLLABORATIONS IN SOUTH ASIA, JAPAN AND KOREA

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CHILD LABOR		
	Management Approach: Child Labor GRI 103-1, 103-2, 103-3	p. 9
GRI 408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	p. 50
HUMAN RIGHTS ASSESSMENT		
	Management Approach: Human Rights Assessment GRI 103-1, 103-2, 103-3	p. 9
GRI 412-2	Employee Training on Human Rights Policies or Procedures	p. 50

LOCAL COMMUNITIES		
	Management Approach: Local Communities GRI 103-1, 103-2, 103-3	p. 63
GRI 413-1	Operations with Local Community Engagement, Impact Assessments and Development Programs	p. 63
CUSTOMER HEALTH AND SAFETY		
	Management Approach: Customer Health and Safety GRI 103-1, 103-2, 103-3	p. 44
GRI 416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	p. 44
GRI 416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	p. 44
MARKETING AND LABELING		
	Management Approach: Marketing and Labeling GRI 103-1, 103-2, 103-3	p. 44
GRI 417-1	Requirements for Product and Service Information and Labeling	p. 44
GRI 417-2	Incidents of Non-Compliance Concerning Product and Service Information and Labeling	p. 44
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CUSTOMER PRIVACY		
	Management Approach: Customer Privacy GRI 103-1, 103-2, 103-3	p. 44-45
GRI 418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	p. 45

GRI 102: ORGANIZATIONAL PROFILE 102-13: MEMBERSHIP OF ASSOCIATIONS				
American Physical Society	American Society of Quality	Association of Talent Development	American National Standards Institute	Association of Official Agricultural Chemists International
Boston College Center for Corporate Citizenship	Category and Sourcing Managers Executive	Center for Advanced Life Cycle Engineering	Cold Spring Harbor Laboratories Meetings and Courses Program	Center for Bioanalytic Metrology
Confederation of Indian Industry	Engineering Advisory Board, College of Engineering, UC Berkeley	EBRC - Engineering Biology Research Consortium	Ignited (formerly IISME)	National Electronics Manufacturers Initiative
Association Connecting Electronics Industries	Industry Initiatives for Science and Math Education (IISME)	GovWin	Institute of Electrical and Electronics Engineers	Government-University-Industry Research Roundtable
International Genetically Engineered Machine	National Association for Environmental Managers	National Academy of Engineering	National Association of Software and Services Companies	National Medal of Technology and Innovation Nomination Evaluation Committee
New York Academy of Sciences	Responsible Minerals Initiative	Society of Women Engineers	Society of Vacuum Coaters	Society for Laboratory Automation and Screening
Stanford Interdisciplinary Life Sciences Council	Synthetic Biology Engineering Research Center	SystemX	Technology Services Industry Association	TechUK
VDGH German IVD Association	Visiting Committee for Advanced Technology, American National Standards Institute	CEO Action: 2018 CEO Action Pledge for Diversity & Inclusion™		

GRI 102: GOVERNANCE GRI 102-20: EXECUTIVE-LEVEL RESPONSIBILITY FOR ECONOMIC, ENVIRONMENTAL AND SOCIAL TOPICS			
	POSITION OR TITLE	LEVEL FROM BOARD	LEVEL FROM CEO
Overall Responsibility for Corporate Social Responsibility and Sustainability	Vice President, Workplace Services	3	2
	Vice President, Global Communications & Public Affairs	3	2
Health and Safety	Vice President, Workplace Services	3	2
Diversity and Employment Equity	Director, Human Resources	3	2
Environmental Issues	Vice President, Workplace Services	3	2
Risk Management	Director, Global Security	4	3
Supply Chain Social Responsibility	Senior Director, Global Sourcing	3	2
Compliance/Ethics Issues	Chief Compliance Officer and Senior Vice President	3	2
Human Rights Issues	Senior Vice President, Human Resources	2	1
Labor Issues	Employment Law Counsel	3	2

GRI 302: ENERGY 302-1: ENERGY CONSUMPTION WITHIN THE ORGANIZATION			
Consumption by Fuel Type (Renewable)	2018	2017	2016
On-site solar power generation (Gigajoules-GJ)	5,501	6,090	5,322
Consumption by Fuel Type (Non-renewable) (Gigajoules-GJ)	2018	2017	2016
Natural Gas	117,033	117,359	122,334
Diesel Fuel	343	580	433
Propane	192	177	89
Total consumption from non-renewable fuel sources:	117,568	118,116	122,856
Energy consumed (Gigajoules-GJ)	2018	2017	2016
Electricity	365,251	351,501	353,441
Heating	45,781	21,490	17,021
Total energy consumption:	411,032	372,991	370,462

A NEW ENERGY CENTER AT WALDBRONN BECAME FULLY OPERATIONAL IN FY18. 302-2: ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION			
Non-renewable Energy Categories/Activities (Metric tons of CO2e)	2018	2017	2016
Upstream: employee commuting	7,378	7,961	7,256
Upstream: upstream transportation and distribution	122,469	119,459	116,387
Upstream: business travel	23,742	24,127	27,470
Total external non-renewable energy consumption:	153,589	151,547	151,113

302-3: ENERGY INTENSITY			
	2018	2017	2016
Numerator (kwh)	144,610,893	137,142,455	137,037,653
Denominator (Sqft)	3,812,399	3,625,993	3,613,077
Energy Intensity	37.93	37.82	37.93

302-4: REDUCTION OF ENERGY CONSUMPTION			
	2018	2017	2016
Electricity Reduction (GJ)	28,841	20,500	2,730

GRI 305: Emission

305-2: Energy Indirect (Scope 2) GHG Emissions

- Electricity Emissions Factor by Country, 1999–2002 were utilized for all non-U.S. facilities.
- For US facilities, EPA eGRID2012 Subregion map and Subregion GHG output emission rates for CO2, CH4 and N2O, Released Aug 2015 <http://www.epa.gov/energy/egrid-2012-subregion-ghg-output-emission-rates>
- For stationary fuel consumption (i.e. natural gas) DEFRA 2014 standards are used. Details are available at <http://www.ukconversionfactorscarbonsmart.co.uk/> Emission factors updated by DEFRA. FY15- new factors. Slight decrease from last year for natural gas <http://www.ukconversionfactorscarbonsmart.co.uk/>

GRI 306: EFFLUENTS AND WASTE 306-2: WASTE BY TYPE AND DISPOSAL METHOD			
Method of disposal and weight (metric tons) of non-hazardous waste	2018	2017	2016
Reuse	0	0	0
Recycling	4,037	1,598	1,798
Composting	242	153	140
Recovery (including energy recovery)	0	0	0
Incineration (mass burn)	256	276	226
Deep well injection	0	0	0
Landfill	326	274	274
On-site storage	0	0	0
Total weight of non-hazardous waste disposed	4,862	2,301	2,438

Method of disposal and weight (metric tons) of hazardous waste	2018	2017	2016
Reuse	0	0	0
Recycling	1,543	1,343	1,682
Composting	0	0	0
Recovery (including energy recovery)	0	0	0
Incineration (mass burn)	632	573	459
Deep well injection	0	0	0
Landfill	14	41	2
On-site storage	0	0	0
Treated	2,227	2,169	1,810
Total weight of hazardous waste disposed	4,417	4,126	3,953
Total weight of non-hazardous and hazardous waste disposed	9,278	6,427	6,391

GRI 401: EMPLOYMENT 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER				
Regions	Age Group	Gender	Rate - New Hire	Rate - Employees Leaving Employment
Global	Under 30	Male	57.4%	52.6%
	Between 30-50	Male	63.2%	59.8%
	Over 50	Male	59.1%	67.4%
	Under 30	Female	42.6%	47.4%
	Between 30-50	Female	36.8%	40.2%
	Over 50	Female	40.9%	32.6%
Europe & Middle East	Under 30	Male	60.4%	46.5%
	Between 30-50	Male	63.5%	50.0%
	Over 50	Male	68.1%	72.6%
	Under 30	Female	39.6%	53.5%
	Between 30-50	Female	36.5%	50.0%
	Over 50	Female	31.9%	27.4%

Regions	Age Group	Gender	Rate - New Hire	Rate - Employees Leaving Employment
Asia Pacific	Under 30	Male	59.0%	57.6%
	Between 30-50	Male	70.9%	65.7%
	Over 50	Male	69.2%	84.8%
	Under 30	Female	41.0%	42.4%
	Between 30-50	Female	29.1%	34.3%
	Over 50	Female	30.8%	15.2%
Americas	Under 30	Male	53.4%	52.2%
	Between 30-50	Male	55.0%	57.9%
	Over 50	Male	55.6%	61.7%
	Under 30	Female	46.6%	47.8%
	Between 30-50	Female	45.0%	42.1%
	Over 50	Female	44.4%	38.3%

EMPLOYEE CATEGORY		RATIO OF AVERAGE COMPA-RATIO MEN/WOMEN	
Individual Contributor A		0.99	
Individual Contributor B		1.01	
People Manager		1.02	
Senior Management		1.02	

GRI 401: EMPLOYMENT
401-1: TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS AND ABSENTEEISM,
AND NUMBER OF WORK-RELATED FATALITIES

EMPLOYEES					
Area of Operations	Incident Category	Employee Category	2018	2017	2016
Global	Injury Rate (IR)	Total Workforce	0.41	0.29	0.45
Region: Americas	Injury Rate (IR)	Total Workforce	1.22	0.72	1.04
Region: AP	Injury Rate (IR)	Total Workforce	0.10	0.06	0.08
Region: EU	Injury Rate (IR)	Total Workforce	0.13	0.15	0.16

EMPLOYEES					
Area of Operations	Incident Category	Employee Category	2018	2017	2016
Global	Lost Days Rate (LDR)	Total Workforce	0.13	0.12	0.14
Region: Americas	Lost Days Rate (LDR)	Total Workforce	0.23	0.21	0.20
Region: AP	Lost Days Rate (LDR)	Total Workforce	0.07	0.05	0.06
Region: EU	Lost Days Rate (LDR)	Total Workforce	0.12	0.13	0.16

External Assurance

- Reasonable assurance statement by DEKRA for Agilent’s EHSSR and ODC programs

This statement attests that DEKRA Certification can provide reasonable assurance that claims regarding environmental, health, safety and social responsibility (EHS&SR), as they relate to identified suppliers, by Agilent Technologies are valid. In 2018 DEKRA performed global audits of Agilent-identified suppliers. These suppliers were found to be in compliance with, or have provided corrective action plans 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 policies 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 Technologies Foundation Statement FY18 has also been attested by an independent auditor: Douglas Nichols, CPA. See report at [agilent.com](#).
- Agilent energy, greenhouse gas emissions, 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 [here](#).

About this Report

Agilent’s 2018 Corporate Social Responsibility Report is based on a combination of quantitative and qualitative data relating to our environmental and social performance during fiscal year 2018 (Nov. 1, 2017, to Oct. 31, 2018). The data is recorded on a company-wide basis unless otherwise indicated. Agilent publishes its Corporate Social Responsibility Report annually, and it is prepared in accordance with GRI standards. We have not made any material restatements from the prior year.

Significant progress was made by Agilent in 2018. We updated the report from GRI guideline 4.0 to GRI standards. Agilent has completed topic materiality assessment based on standard requirements.

We report on our subsidiaries and affiliates where we have direct operational control, unless otherwise noted. Significant year-over-year changes are noted. Where possible, we also use consistent reporting measures, such as per square foot rather than per building or per site. The environmental data for 2018 is reported for 19 locations. These 19 locations meet the reporting criteria of being ISO 14001 certified or included in Agilent’s EHS Management System program, sites with a footprint of greater than 50,000 square feet, or those with potentially high environmental impacts.

Asia Pacific

Australia: Mulgrave
China: Shanghai
India: Manesar
Japan: Hachioji
Malaysia: Penang
Singapore: Yishun

Europe

Germany: Waldbronn
U.K.: Church Stretton
Italy: Torino
Netherlands: Middelburg
Denmark: Glostrup

Americas

U.S.: Santa Clara, California
U.S.: Carpinteria, California
U.S.: Folsom, California
U.S.: Boulder, Colorado
U.S.: Colorado Springs, Colorado
U.S.: Newport, Delaware
U.S.: Little Falls, Delaware
U.S.: Cedar Creek, Texas

Agilent's Corporate Social Responsibility Report content was developed in consultation with subject matter experts, consideration of changes in external regulations impacting Agilent, and evaluation of feedback from various internal functional stakeholders. Report content was contributed by a wide-ranging group of Agilent employees from functions such as Human Resources, Investor Relations, Global Communications and Public Relations, Agilent Foundation, Environmental Health and Safety Management, Agilent Laboratory, Regulatory Affairs, Procurement and Global Sourcing. We also consulted the leading consulting organization in GRI.

This is the 18th Corporate Social Responsibility Report produced by Agilent. For questions or comments regarding Agilent's 2018 Corporate Social Responsibility Report, please contact us at corporatecitizenship@agilent.com.



