

Agilent Supplier Code of Conduct

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Agilent at a Glance

Agilent is a global leader in life sciences, diagnostics and applied chemical markets, recognized for uncompromising integrity in all we do. Our mission is to advance quality of life by focusing our expertise in six key markets. With a team of employees spread across the world, our global footprint includes sales offices, logistics centers and business facilities in three major geographies. Our worldwide capabilities enable us to deliver high-quality solutions to our valued customers. 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, we share a passion and commitment to helping people around the world.

Our Promise

To deliver trusted answer 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

Our values form the foundation of how we work with customers, suppliers and competitors. Ethical behavior, honesty and adherence to laws are the hallmarks of how we operate. This is an absolute at Agilent; there is no room for compromise.

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

Standards of Business Conduct

Agilent conducts all of its business with uncompromising integrity. Our employees are expected to be open and honest in their dealings and to adhere to the highest standards of business ethics. In addition, Agilent strives to conduct its affairs in strict compliance with applicable laws, and we expect the same commitment from all of our suppliers. We never compromise integrity in any relationships with customers, competitors, suppliers or employees. We adhere to the highest standards of business ethics and acknowledge anything less as unacceptable.

- We comply with applicable laws in the country of manufacture or sale including those related to equal employment opportunity, affirmative action, supplier diversity, environmental and safety regulations.
- Decisions to work with particular suppliers are based on Agilent's best judgment about a supplier's technology, quality, responsiveness and delivery capabilities as well as cost. In interactions with Suppliers, Agilent avoids procurement decisions that could appear to be based on personal favoritism or other factors unrelated to the Agilent's best interests.
- Conflicts of interest are avoided whenever possible, and otherwise appropriately disclosed and managed in keeping with Agilent's Standards of Business Conduct. Agilent expects its employees to avoid even the appearance of a conflict of interest when making decisions related to Agilent work.

- Any use of Agilent's name or trademarks by any other entity in a way that suggests that Agilent has an affiliation with or is endorsing that entity requires an appropriate written license from Agilent.
- Agilent believes in a thriving marketplace with free, fair and open competition. We deal fairly with our customers, suppliers, resellers and competitors and sell our products and services on the basis of quality and merit.
- Agilent does not tolerate bribery in any form, whether dealing with government officials or representatives of non-governmental commercial organizations.
- Agilent conducts business with integrity and make sound business judgments on Agilent's behalf, free of any influence that could affect our decision-making.
- Agilent is subject to the laws of multiple countries as they relate to bribery and improper payments, including the U.S. Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act, both of which have global reach and worldwide implications. Agilent has policies, procedures and training in place to address our obligations under global anti-bribery and anti-corruption laws.
- Agilent's harassment-free workplace policy extends to our suppliers, customers and anyone who does business with us and applies in both work-related settings and work-sponsored activities.
- Agilent has zero-tolerance for actions that threaten or have the potential to threaten the safety of our employees, customers, suppliers or others in our workplace.

Agilent Suppliers

Agilent's relationships with suppliers are of great strategic importance. Common sense, good judgement, and the highest standards of integrity are what we use in working with suppliers. Agilent expects its suppliers to act with uncompromising integrity and follow all appropriate global and regional laws and regulations. This includes all Agilent policies and programs that are aligned to these requirements. Working together we can achieve strong working relationships and meet compliance requirements together.

The next few pages contain information regarding our supplier requirements and expectations in key areas which is aligned with many worldwide regulations and social responsibilities. We expect suppliers to align to these requirements and expectations.

Supplier Requirements

Quality

Agilent is committed to the delivery of high-quality, safe and reliable products, so we take steps to ensure we consistently meet or exceed the standards set forth in our Quality Policy as well as applicable global quality manufacturing standards.

At Agilent, we know that our customers depend not only on our leading-edge technologies, but also on the superior quality that underlies all our products, services and support. That's why we ensure, through our Quality Management System (QMS) of processes, that our products and services are delivered to the level and quality our customers expect. One of Agilent's commitments to quality is to ensure that we establish quality requirements for suppliers, partners and contractors and hold them accountable to comply.

- Suppliers shall have a documented quality management system in place that is aligned to ISO 9001 or similar standard.

Environment, Health and Safety

Agilent strives to conduct business in an environmentally responsible manner and is committed to compliance with all applicable environmental laws and regulations. We support all laws, policies, permits and regulations as they relate to protecting the environment, conserving energy and natural resources and reducing the environmental impact of our operations around the world. This commitment is consistent with our corporate objectives and is essential to continued business success.

Agilent is also committed to providing healthy and safe work environments and processes that enable our people to work injury and illness free while acting in an environmentally responsible manner. To meet policy requirements, Agilent informs suppliers and contractors of Agilent's environmental, health and safety principles and requires them to adopt practices aligned with these expectationsⁱ. Suppliers need to comply with all applicable environmental, health & safety laws, rules and regulations.

- Suppliers shall have a documented Environmental Management System or program in place that is aligned to ISO 14001 or similar; and Health and Safety Management System or program that is aligned to ISO 45001 or similar.

Human Rights & Employment Practices

Agilent's core values and culture reflect a commitment to ethical business practices and good corporate citizenship wherever we operate in the world. As a company, we acknowledge and respect the fundamental principles contained in the Universal Declaration of Human Rightsⁱⁱ, and our policies and practices reflect our commitment to promote human rights within the company's sphere of influence.

We source components and assemblies for our products from suppliers in different countries around the world, each with its own laws and regulations. Agilent is committed to ensuring there is no modern-day slavery or human trafficking in our supply chains or in any part of our businesses.

- Suppliers shall comply with all applicable labor lawsⁱⁱⁱ, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery, child labor^{iv} or human trafficking. Suppliers are expected to have a human rights policy, procedures or practices that align or exceed the United Nations Universal Declaration of Human Rights, International Labour Organization Convention^{v vi}, UK and Australia Modern Slavery Acts^{vii} and California Supply Chain Transparency Act^{viii}.

Anti-Corruption & Bribery

Agilent is committed to conducting its business activities in accordance with all applicable laws and regulations that prohibit bribery or corruption. We do not tolerate bribery in any form. Agilent has aligned its procedures and practices to comply with the following requirements and expects its suppliers to follow the appropriate laws and regulations.

- Agilent suppliers are expected to comply with all applicable (global and local) anti-corruption laws, rules, and regulations, including the U.S. Foreign Corrupt Practices Act^{ix}, the UK Bribery Act^x and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials^{xi} in International Business Transactions. They should have policies and procedures in place to ensure compliance.

Regulatory

Conflict Minerals

Agilent supports the goal of ending violence, human rights violations and environmental devastation in the Covered Countries. We are committed to complying with all requirements applicable to our Company under the Conflict Minerals Rule. We are also committed to sourcing components and materials from organizations that share our values around human rights, ethics and environmental responsibility. Agilent's suppliers should understand and abide by these requirements and ensure it provide materials to Agilent that are "DRC (Democratic Republic of Congo) Conflict Free". Agilent complies with US - Dodd-Frank Act^{xii} known as the "Conflict Minerals Rule," and EU - REGULATION (EU) 2017/821 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL^{xiii}.

- Agilent expects its suppliers to supply materials to Agilent that are "DRC Conflict-Free" and to adopt policies and management systems with respect to conflict minerals to ensure Conflict-Free supply chains. Agilent will routinely request your companies CMRT Conflict Minerals Reporting Template and expect a completed version to be provided upon request.

RoHS

Agilent distributes product globally and must follow worldwide RoHS requirements^{xiv}. Agilent products are designed for compliance. Agilent design rules have incorporated the results from internal and external studies to ensure reliability with the new RoHS-compliant and compatible materials. Agilent is committed to meeting customer demands for high reliability and we expect that our contract manufacturers (CMs) and direct material suppliers will support us as we manage through the forthcoming changes.

- Agilent expects its suppliers to be compliant with all RoHS requirements. Agilent is requiring its supply base to fully disclose material, hazardous substance content and recycled material content of each part we are supplied. Reporting shall be in accordance with Agilent's [Materials Declaration Requirements](#).

Supply Chain Security

Trade Security

Agilent supports the work done by the World Customs Organization (WCO)^{xv} and the Customs-Trade Partnership Against Terrorism (C-TPAT)^{xvi} to improve security of our supply chains and logistics systems. Agilent urges its suppliers to join their appropriate program. US suppliers are urged to join C-TPAT. In addition, US Customs expects non-US suppliers to implement appropriate security measures within their own supply chains.

- Agilent expects its suppliers to have programs in place to secure trade along their supply chains. These program should be equivalent to C-TPAT US or AEO (World Customs Organization) programs.

Privacy

Agilent is required to ensure our Suppliers process personal data on our behalf in compliance with applicable data protection and privacy laws. This includes the requirement to ensure we have appropriate data processing agreements in place with our Suppliers whenever they are processing personal data on our behalf and, where applicable, add special contractual provisions to allow personal data to be transferred outside of the originating jurisdiction e.g. transfers of EU personal data to the US may require EU approved Standard Contractual Clauses to be included in the agreement.

Agilent has a cross-functional program in place to ensure and maintain compliance with global privacy laws we are subject to including as it relates to our relationship with Suppliers. We have adapted our standard operating procedures and policies where required to ensure our relationships with Suppliers adhere to global privacy requirements, including enhanced due diligence of and contractual review with Suppliers.

- Agilent expects its suppliers to follow all applicable data protection and privacy laws worldwide and have the appropriate policies, procedures and training programs in place, to ensure any personal data processed for Agilent is done so securely and in compliance with applicable laws.

IT Security

IT Security is a companywide priority at Agilent and we continuously invest in our People, Processes and Tools to strengthen our security posture to protect both Agilent's and our Customer's data. Agilent has policies and standard operating procedures in place to maintain information confidentiality, integrity and availability. These procedures include organizational requirements of acceptable use and apply to Agilent employees and non-employees. The requirements are also applicable to all information and information processing facilities that are accessed, processed, and communicated to or managed by external or third parties and must be protected from any misuse and unauthorized activity.

- Agilent expects its suppliers to have policies and procedures in place that are aligned to these requirements including any additional local or regional requirements.

Sustainability

As part of Agilent's long-standing commitment to sustainability, the company has formally aligned its objectives with the United Nations Sustainable Development Goals (UN SDGs)^{xvii}. Agilent work touches nearly all UN SDGs, with specific contributions on Good Health and Well-Being, Clean Water and Sanitation, Decent Work and Economic Growth, Industry Innovation and Infrastructure, Reduced Inequalities, Responsible Consumption and Production, Climate Action, and Life on Land. Agilent will partner with its suppliers to operate sustainably and drive full transparency.

- Suppliers are encouraged to voluntarily report sustainability related progress utilizing UN Sustainable Development Goals (UN SDG), RobecoSAM, EcoVadis, Corporate Social Responsibility (CSR) report, Carbon Disclosure Project (CDP) or other similar resources.
- Agilent expects its suppliers to conserve natural resources by reducing water-use, energy consumption, greenhouse gas emissions, and by managing/minimizing waste.
- Agilent expects its supplier to align their sustainability program to the United Nations Sustainable Development Goals (UN SDGs) as per their own materiality assessment.

ⁱ Direct material suppliers shall comply with Agilent's general requirements for restricting or prohibiting certain substances in products manufactured for or delivered to Agilent per Agilent General Specification for the Environment (GSE), Drawing A-5951-1745-1, as well as any additional and applicable material content regulations.

ⁱⁱ Agilent acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. We require suppliers to abide by the bans on forced or compulsory labor set forth in Article 2 in the Forced Labour Convention 29 and Article 1 in the Abolition of Forced Labour Convention 105 of the International Labour Organization.

ⁱⁱⁱ Suppliers shall comply with all applicable Equal Opportunity laws and accompanying regulations: Executive Order 11246, as amended, (and its implementing regulations at 41 C.F.R. part 60); The Vietnam Era Veterans

Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-300); and Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 41 C.F.R. 60-741); and, Executive Order 13496 (and its implementing regulations at 29 C.F.R. part 471, Appendix A to Subpart A).

- iv Suppliers shall not employ under-age labor as described in Minimum Age Convention 138 and Worst Forms of Child Labour Convention 182 of the International Labour Organization.
- v Suppliers shall provide equal remuneration and shall respect, within the framework of local laws and established practices, the principles of Article 1 in the Equal Remuneration Convention 100 and Article 1 in the Discrimination [Employment and Occupation] Convention 111 of the International Labour Organization.
- vi Suppliers shall respect, within the framework of local laws and established practices, the principles of Article 2 in the Freedom of Association and Protection of the Right to Organize Convention 87 and Articles 1 and 2 in the Right to Organize and Collective Bargaining Convention 98 of the International Labour Organization.
- vii Agilent fully supports the UK and Australia Modern Slavery Acts and is committed to combatting modern slavery and human trafficking in any part of our business including our supply chains.
- viii Agilent supports the California Supply Chain Transparency Act. This law requires manufacturers and retailers doing business in the State of California to disclose information regarding their efforts to eradicate slavery and human trafficking from their direct supply chains.
- ix Agilent supports the Foreign Corrupt Practices Act of 1977 (FCPA) is a United States federal law known primarily for two of its main provisions: one that addresses accounting transparency requirements under the Securities Exchange Act of 1934 and another concerning bribery of foreign officials. The core aim of the Foreign Corrupt Practices Act (FCPA) is to prohibit companies and their individual officers from influencing foreign officials with any personal payments or rewards.
- x The Bribery Act 2010 (c.23) is an Act of the Parliament of the United Kingdom that covers the criminal law relating to bribery. The Act repeals all previous statutory and common law provisions in relation to bribery, instead replacing them with the crimes of bribery, being bribed, the bribery of foreign public officials, and the failure of a commercial organization to prevent bribery on its behalf.
- xi The OECD Anti-Bribery Convention (officially Convention on Combating Bribery of Foreign Public Officials in International Business Transactions) is an anti-corruption convention of the OECD aimed at reducing political corruption and corporate crime in developing countries, by encouraging sanctions against bribery in international business transactions carried out by companies based in the Convention member countries. Its goal is to create a truly level playing field in today's international business environment. The Convention requires adherents to criminalize acts of offering or giving bribe, but not of soliciting or receiving bribes.
- xii US - Dodd-Frank Act known as the "Conflict Minerals Rule," requires publicly traded companies to report annually the presence of conflict minerals in manufactured products. Conflict minerals are defined as tin, tungsten, tantalum and gold ("3TG") originating in the Democratic Republic of the Congo ("DRC") or adjoining countries ("Covered Countries"). Many other countries have adopted similar rules.
- xiii EU - REGULATION (EU) 2017/821 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL. companies importing the minerals importers need to comply with, and report on, supply chain due diligence obligations if the minerals originate (even potentially) from conflict-affected and high-risk areas. The EU-rules apply to EU-established importers of the targeted minerals.
- xiv World-wide RoHS requirements such as:
 - The European Union (EU) Restriction of Hazardous Substances (RoHS). The majority of Agilent products are classified within the EU RoHS Directive category list as Industrial Monitoring and Control Equipment (category 9), and a limited number of Agilent products are classified as In vitro Diagnostic Medical Devices (category 8).
 - UAE RoHS - Restrictions on the Use of Hazardous Materials in Electronic and Electrical Devices Control Scheme, Regulation No. 10, of 2017
 - China RoHS Part 1. Administrative Measures for the Restriction of the Use of Hazardous Substances in Electrical and Electronic Products.
- xv The WCO (World Customs Organization) is the governing body for most countries with regard to customs issues. The WCO has developed a framework of standards to secure trade along the supply line, using the acronym

SAFE. Countries are evaluated by the WCO to measure their level of adherence to safe standards, recordkeeping, and proper inspections of goods along the supply chain. Entities that the WCO has evaluated and deemed capable of safely and securely dealing in the international movement of goods are given the designation AEO, (Authorized Economic Operator). The list of WCO member countries that have instituted AEO programs is lengthy and includes the US, China, Canada, Israel, Mexico, India, many Central and South American countries, and several African nations.

^{xvi} Many countries set up their own programs and develop their own standards for brokers, distributors, manufacturers, importers, and exporters to follow when conducting international trade matters. The US runs its own program under the title C-TPAT (the Customs-Trade Partnership Against Terrorism), while the EU has its own AEO program. Mexico's program for safe trade goes under the acronym NEEC.

^{xvii} These 17 global goals were announced in 2015 and are intended as a blueprint for a better and more sustainable future for all. The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection. More details on UNSDG are available at <https://www.un.org/sustainabledevelopment/>

Learn more:

<https://www.agilent.com/supplier>

This information is subject to change without notice.

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