



**Agilent  
Corporate Citizenship Report  
2010**



**Agilent Technologies**

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## Corporate Citizenship Report 2010 Data Methodology

This report is based on a combination of quantitative and qualitative data relating to our environmental and social performance during fiscal year - 2010 (November 1, 2009 to October 31, 2010). The data is recorded on a company-wide basis unless otherwise indicated. The data does not include Agilent's suppliers nor does it include Varian acquisition related data which was acquired in mid FY2010.

This is the 11<sup>th</sup> Corporate Citizenship Report (Formally known as Environment and Social Report) produced by Agilent. Our 2009 report was published in April 2010. Previous reports are available at <http://www.agilent.com/environment/esr/home.html?cmpid=5320>.

The quantitative data in this report has been summarized into three regions: Asia Pacific, Europe and Americas. The environmental data for 2010 covers the following locations (includes manufacturing sites that are ISO14001 certified and sites greater 200,000 square feet):

### ***Asia Pacific***

|                  |                                |
|------------------|--------------------------------|
| <i>China</i>     | Beijing<br>Shanghai<br>Chengdu |
| <i>Japan</i>     | Hachioji                       |
| <i>Malaysia</i>  | Penang                         |
| <i>Singapore</i> | Yishun                         |

### **Europe**

|                |                         |
|----------------|-------------------------|
| <i>Germany</i> | Boeblingen<br>Waldbronn |
|----------------|-------------------------|

### **Americas**

|           |   |
|-----------|---|
| <i>US</i> | Santa Clara, California<br>Santa Rosa, California<br>Folsom, California<br>Colorado Springs, Colorado<br>Boulder, Colorado<br>Loveland, Colorado<br>Newport, Delaware<br>Little Falls, Delaware |
|-----------|---|

## CCR 2010 Reporting Methodology

We considered the 2006 Global Reporting Initiative (GRI) Sustainability Reporting Guidelines v3.0 (G3) available at [www.globalreporting.org](http://www.globalreporting.org) when developing this report. We self-declare that this report aligns with GRI Application Level B. More information about Agilent GRI compliance can be found at [http://www.agilent.com/environment/esr/ccr2010/GRI\\_Index.html](http://www.agilent.com/environment/esr/ccr2010/GRI_Index.html).

## External Attestation

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



This statement attests to the fact that DEKRA Certification provides reasonable assurance that Agilent's claims regarding health, safety and social responsibility (EHSSR) contained in this Sustainability Report are correct.

- Agilent energy, green house gas emission, waste and water data was attested by External auditor, True cost.
- The Agilent Foundation financial information has also been attested by an independent auditor – Nichols, Rick and Company.

## A Message from Agilent Technologies President and CEO Bill Sullivan



Agilent's 2010 Corporate Citizenship Report reflects our ongoing efforts to bring positive change to our world. Agilent's goal is to be a leader in sustainability strategies and philanthropic efforts.

We accomplish our philanthropic objectives through Agilent Technologies and the Agilent Technologies Foundation. Efforts include science education programs, employee volunteer work, and donations through Agilent Employee Giving Campaigns.

Our contributions to sustainability include Agilent products, services and applications dedicated to environmental and food safety markets. In addition to our own sustainability practices, we collaborate with customers, agencies and researchers on topics such as the 2010 Gulf oil spill, food safety, pesticide analysis and greenhouse gas analysis.

Please note two enhancements to the 2010 report. First, Agilent now aligns with ISO 26000 standards as part of our social responsibility practices. ISO 26000 is a voluntary international standard that provides guidance on social responsibility.

Second, this report has been prepared in accordance with GRI G3 guidelines. The Global Report Initiative framework is the most widely used standardized sustainability reporting framework in the world. Agilent's 2010 report represents a balanced and reasonable presentation of our economic, environmental and social performance.

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

A handwritten signature in black ink that reads "Bill Sullivan". The signature is written in a cursive, flowing style.



# Agilent Corporate Citizenship

## Agilent Corporate Citizenship - Top Results in 2010

- Agilent was recognized as a “Global 100 Most Sustainable Corporations” by the World Economic Forum at Davos, Switzerland.
- Agilent was recognized as one of the “100 Best Corporate Citizens” by CRO magazine.
- Agilent was recognized as a leader among “green” companies by Newsweek magazine. Agilent came in at No. 48 overall and No. 2 in the industrial goods sector.
- Agilent’s Leadership Audit scores, on average, met the external best-in-class targets. In addition, employee participation in this voluntary process was 85 percent.

## Values

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

### Innovation and Contribution

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

### Trust, Respect and Teamwork

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

### Uncompromising Integrity

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

### Speed

- Respond decisively and rapidly to customer and business needs.

### Focus

- Anticipate and satisfy customers with passionate attention to their needs.

### Accountability

- Make honest and consistent commitments and deliver as promised.



# Goals

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

## Environmental

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

## Social

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

## Health & Safety

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

## Products

- Ensure our products meet or exceed their published specifications.
- Ensure our products comply with relevant safety and environmental standards and regulations.

## Supplier

- Inform suppliers and contractors of our environmental and social responsibility expectations. Require them to adopt management practices aligned with our expectations.
- Inform suppliers and contractors of our occupational health and safety expectations. Require them to adopt sound occupational health and safety management practices.

## Economic

- Create economic value for shareholders.
- Achieve our financial objectives in a sustainable and responsible manner.

# Policies

## Environmental Policy

Agilent is committed to acting in an environmentally responsible manner. Learn more about our Environmental Policy at [www.agilent.com/environment/epolicy.pdf](http://www.agilent.com/environment/epolicy.pdf)

## Occupational Health and Safety Policy

Agilent is committed to health and safety practices and work environments that enable our people to work injury and illness free. Learn more about our OHS Policy at [www.agilent.com/environment/ohspolicy.pdf](http://www.agilent.com/environment/ohspolicy.pdf)

## Human Rights and Labor Policy

Agilent conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence. Learn more about our Human Rights and Labor Policy at [www.jobs.agilent.com/who\\_we\\_are/agilentrightsandpolicy.pdf](http://www.jobs.agilent.com/who_we_are/agilentrightsandpolicy.pdf)

## Employee Volunteerism Policy

Agilent employees may use up to four hours of company time per month, with manager approval, to work on company supported or sponsored community activities. Learn more about Agilent Volunteerism at [http://www.agilent.com/comm\\_relation/comty\\_actn\\_volntrs.shtml](http://www.agilent.com/comm_relation/comty_actn_volntrs.shtml)

## Position Statements

- Glycol ethers elimination
- Ozone-depleting substances elimination
- Reproductive health for chemical and radiation operations
- Restricted chemicals
- Restriction of Hazardous Substances (RoHS) Directive
- Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation

You can submit questions about any of the Position Statements at [www.agilent.com/go/contactus](http://www.agilent.com/go/contactus)

## Employee Diversity, Inclusion, Accessibility and Work-Life Balance

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

- Non-discrimination policy
  - Accessibility policy
  - Education assistance program
  - Employee assistance program
  - Employee network group guidelines
  - A balance between campus recruiting and experienced hiring
  - Harassment-free work environment
  - Flexible and part-time work schedules, when possible
- <http://www.agilent.co.in/diversity/English/index.shtml?cmpid=4374>

## Quality Policy

Agilent earns customer loyalty by providing products and services of the highest quality and greatest value. Learn more about Agilent Quality at <http://www.agilent.com/quality/qpolicy.pdf>

## Privacy Principles

Agilent is committed to respecting and protecting the privacy and personal information of our customers, employees and partners. Learn more about our Customer Privacy Principles at [www.agilent.com/go/privacy](http://www.agilent.com/go/privacy)

## Political Activities

Agilent contributes to dialogue and decision-making on public policies affecting the company, our employees or our operations. In 2010, Agilent provided no financial or in-kind contributions to political parties. You can submit questions about our political activities at [www.agilent.com/go/contactus](http://www.agilent.com/go/contactus)

## Economic

Fiscal 2010 was a strong year for Agilent. Annual revenues were up almost \$1 billion from fiscal 2009, an increase of 21 percent. Operating profit and earnings per share also increased substantially. In addition to benefiting from the acquisition of Varian which closed mid-year, we also saw very healthy organic growth in each of our businesses. Overall, Agilent is capitalizing well on the market upturn as the global economy recovers.

In addition to our strong fiscal 2010 financial results, we completed several strategic milestones. We executed a major restructuring of our electronic measurement business group. We completed the acquisition of Varian, the largest acquisition in our history, to strengthen our bioanalytical businesses and we established a new business group to focus on the pursuit of the life science market, our largest measurement opportunity in the coming years. Our bioanalytical sales force was split into two focused field organizations dedicated to chemical analysis and life sciences opportunities, with the LSG sales force strategically aligned to penetrate academic markets. We have increased our investment in research grants and collaborations with the world's leading universities.

Agilent was chosen to be listed on the *Dow Jones Sustainability North America Index* and the *Dow Jones Sustainability World Index*.

Being selected as an index component for the Dow Jones Sustainability Indexes reflects Agilent's commitment to operating in an environmentally and socially responsible manner.

## Management Approach

Agilent Technologies Inc. is the world's premier measurement company and a technology leader in chemical analysis, life sciences, electronics and communications. Agilent has three primary business segments: Life Sciences, Chemical Analysis, and Electronic Measurement. The company has 18,500 employees and serves customers in more than 100 countries. Agilent had net revenues of \$5.4 billion in fiscal year 2010. The company's stock is traded on the New York Stock Exchange under the ticker symbol "A."

We value our recognition by the investor community as both a market leader and a leader in social and environmental responsibility. Agilent's value of uncompromising integrity is key to our open and transparent disclosure of information. We encourage regular communication with investors and other stakeholders on our financial performance. We hold an annual shareholder meetings to provide updates on our company strategy and financial performance. We also report our performance through quarterly conference calls and annual report. Agilent publishes its financial

information, including Securities and Exchange Commission filings, proxy statements, and earnings announcements on its Investor Relations website at [www.investor.agilent.com](http://www.investor.agilent.com).

Agilent is committed to the highest standard of corporate governance, business conduct and ethics. Our Amended and Restated Corporate Governance Standards, the charters of our Audit and Finance Committee, our Compensation Committee, our Executive Committee and our Nominating/Corporate Governance Committee, as well as our Standards of Business Conduct (including code of ethics provisions that apply to our principal executive officer, principal financial officer, principal accounting officer and senior financial officers) are available on our website at [www.investor.agilent.com](http://www.investor.agilent.com) under “Corporate Governance”.

Agilent recognizes ISO 26000 as the reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent economic-related practices and processes align with the ISO Core subjects Organizational Governance 6.2 and Fair Operating Practices 6.6. More on Management Approach [www.agilent.com/environment/esr/ccr2010/management\\_approach.html](http://www.agilent.com/environment/esr/ccr2010/management_approach.html).

## **Product Responsibility**

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



# Investing in our Communities

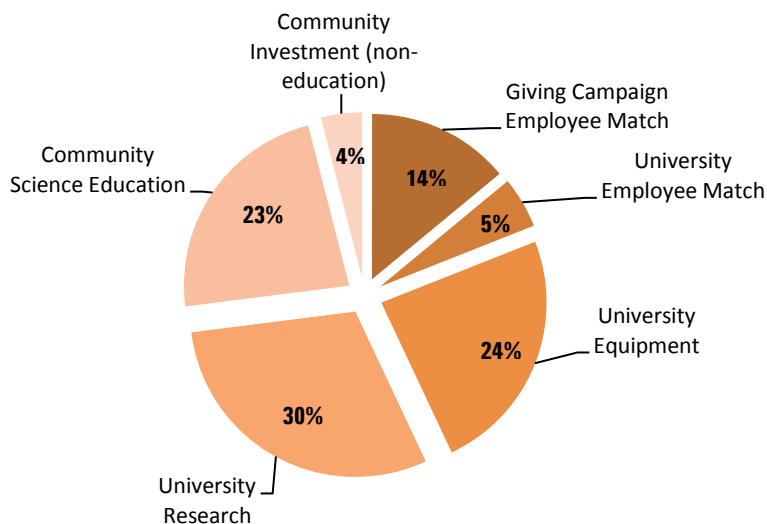
## Investing in our Communities - Top Results in 2010

- Agilent employee donations combined with matching funds from the Agilent Foundation totaled \$2.04 million.
- Agilent and the Agilent Foundation's philanthropic investments in university research totaled \$1.70 million.
- Agilent donated \$1.36 million in equipment to universities.
- Agilent and the Agilent Foundation invested \$1.22 million in science education reaching 580,000 students and 6,550 teachers.
- Agilent employees around the world volunteered 50,000 hours of community service.

## Agilent Philanthropy

In 2010, Agilent and the Agilent Foundation provided \$3.4 million in university grants supporting science and technology research at the forefront of electronic and bio-analytic measurement technologies. In addition, \$1.2 million in pre-university science education grants supported programs reaching more than 6,500 educators and 580,000 students worldwide. In total, Agilent and the Agilent Foundation invested \$5.6 million in philanthropic cash and equipment during 2010.

**Agilent and Agilent Foundation 2010 Grants Distribution**  
**Total Grants: \$5.6 million**



## Employee Giving

Despite the difficult economy, Agilent employees in 2010 contributed more than \$779,000, which was matched by the Agilent Foundation. Their generous gifts helped fund vital health and human-care programs worldwide. In addition to formal charity campaigns, Agilent held numerous fundraisers and collection drives to gather food and supplies for local humanitarian organizations. Employee engagement is a key element in Agilent community programs. Thanks to a volunteer policy that allows up to four hours a month of company-paid time for Agilent-supported or -sponsored activities, approximately 25 percent of employees contributed more than 50,000 hours to make their cities, towns and neighborhoods better places to live and work.

## Science Education

Agilent grants and volunteer time are strategically deployed to reach the largest number of students and have the widest possible influence in communities where Agilent has a significant presence. Our aim is to help students appreciate and achieve the creative and critical-thinking skills necessary for the jobs of the future. In 2010, Agilent and its foundation provided more than \$1.2 million for programs and partnerships that cultivate hands-on, inquiry-based science in alignment with local and national standards and initiatives.

- Fifteen regional grants made to Silicon Valley organizations enabled more than 3,000 secondary school students to attend public science centers; we supported more than 300 community college students pursuing teaching careers and we helped to improve math achievement among more than 2,500 middle school students.
- Agilent After School, a hands-on, kit-based science program for ages 9 to 13 has reached more than 500,000 students around the world since its inception in 2001. The program is used in more than 14 countries, with participation from 6,000 Agilent employees.

## University Relations

University Relations programs, Agilent and the Agilent Foundation support scientific research by professors and students working at the forefront of electronic and bio-analytical measurement and applications. In 2010, approximately 83 Agilent employees from 17 nations acted as mentors to university research programs. Besides giving practical experience and measurement expertise to the next generation of scientists and engineers, Agilent gained insights into measurement challenges and leading-edge technologies.

A gift to the University of California at Davis will support research to enable rapid identification of foodborne pathogens, contributing to the safety of the world's food supply. The contribution also supplies specialized post-doctoral training for tomorrow's research scientists and provides a critical research infrastructure to UC Davis.

Agilent's University Funds Matching Program encourages Agilent employee contributions to colleges and universities. This global program is an important part of the company's overall support of higher education. In 2010, \$253,000 was made available by the Agilent Foundation to match employee donations.

## Agilent Foundation

The Agilent Foundation focuses on advancing science education around the world by funding measurement breakthroughs in electronics, chemical and biological sciences research programs at the university level. Pre-university science funding is directed to creating and supporting strategic initiatives linked to change and improvement in student learning and engagement. In addition, the foundation match of employee donations strengthens the communities where Agilent has a presence.

Agilent Foundation financial statement for FY10 is available at [www.agilent.com/contributions/FY10Financials.pdf](http://www.agilent.com/contributions/FY10Financials.pdf)

### Agilent Helps Rebuild School Damaged in China Quake

Thanks to donations from employees in China and around the world, and from the Agilent Technologies Foundation, Agilent helped rebuild a quake-damaged primary school in rural western China. The new school officially reopened June 20, 2010.

The Hope Primary School is located in a mountainous area in Sichuan Province, about 150 miles southwest of Chengdu. It was severely damaged in the May 2008 quake and faced complete closure if not rebuilt. With

the combined donation of \$153,000 from Agilent employees and the foundation plus support from the China Youth Development Foundation (CYDF), the reconstruction work was completed. With the reopening of the school, the foundation donated an additional \$20,000 to outfit a science lab. The school now houses 273 students in six grades. China's Hope Schools, run by the CYDF and its partners across the country, bring education to disadvantaged children in rural areas.



*Agilent volunteers, top, join Hope School students, who built their own electronic circuits using Agilent After School science kits.*





# **Workforce Initiatives**

## Workforce Initiatives - Top Results in 2010

- In 2010, Agilent Leadership Audit scores, on average, met the external best-in-class targets.
- Continued deployment of our worldwide development program – Working at Agilent --for all individual contributors.
- Recruited and hired top talent globally.
- Promoted diversity and inclusion in the company and the marketplace.

## Leadership Audit Survey

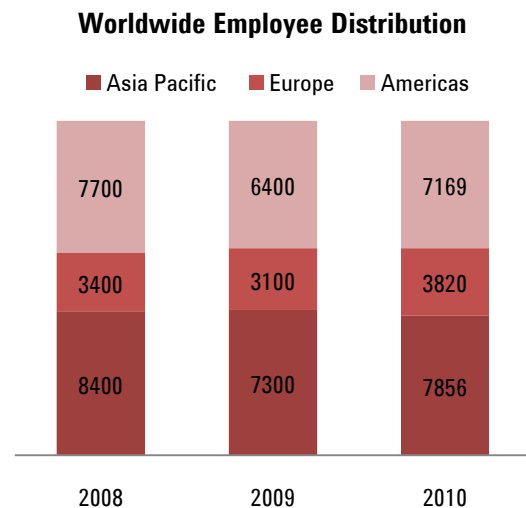
The Agilent Leadership Audit is a short, focused survey that allows Agilent employees to provide feedback on leadership effectiveness within their workgroup. In 2010 the focus of the Leadership Audit was “Speed to Opportunity” which highlights how responsive we are as an organization at meeting the needs of our customers. The items in the survey reflect high-impact, speed-to-opportunity behaviors Agilent expects of managers at all levels, and are divided into the key components of speed to opportunity: customer orientation, speed and decisiveness, risk taking and employee engagement. Results of the Leadership Audit survey are compared to external best-in-class benchmarks to ensure we are performing at the top in our industry. In 2010, Agilent Leadership Audit Survey scores, on average, met the external best-in-class targets. In addition, employee participation in this voluntary process was 85 percent, an all-time high and an unusually high level of engagement for employee surveys according to our external research.

## Employment

Hiring top talent around the globe helps to ensure that Agilent maintains its leadership as the world’s premier measurement company. To attract this talent, Agilent provides everything from forward-thinking workplace design and community involvement to total rewards that rank with the leaders in the high-technology and life sciences industries.

Our employment focuses continue to be:

- Provide employees with a work environment that they find challenging



and rewarding.

- Ensure outstanding leaders at every level.
- Encourage open communication and feedback with management.
- Invest in employee development.

## **Campus Recruiting**

An example of how Agilent recruits and hires top talent worldwide is our global campus recruiting program. Our company's recruiting efforts on campus are critical for the company's long-term success. There is intense competition for the top talent we need to fuel our growth. Agilent's campus recruiting program focuses on 12 schools in the United States, 25 in Asia, and three in the United Kingdom and Germany. During 2010, Agilent hired 214 people from colleges and universities, comprising 32 percent of the company's total new hires. Our efforts include building and maintaining strong relationships with faculty members as well as participating in on-campus recruiting career fairs, information sessions and interviews. The end goal is to lead diverse, soon-to-be graduates to accept a job offer with Agilent.

A crucial component of campus recruiting is Agilent's internship program. In fiscal year 2010, Agilent hired 68 interns globally with 28 percent becoming full-time employees upon degree completion. The program provides students with short-term job opportunities that offer them real-world experience and fulfill their course/practical training requirements. At the same time, the internship allows Agilent to assess top students as potential hires upon graduation. Interns bring a fresh perspective and the latest in research and technology to the company. The internship program is a win-win for the company and the students.

We continue to attract the best employees; our job acceptance rate is approximately 93 percent. We have a strong executive leadership team to ensure that our leaders are able to make the tough decisions about where to focus resources. Leaders are building Agilent's organizational capability and aligning their teams with clear, measurable objectives they can deliver on and be held accountable for.

## **Work-Life Balance**

A broad range of programs and activities are available to help employees manage commitments in their work and personal lives. The programs and services are designed to address a range of needs in a way that allows employees to pick what works best for them.

Programs include:

1. Flexible work arrangements such as remote work, variable and part-time work schedules, and job sharing.
2. Paid flexible time-off for rest, recreation, personal reasons or illness.

3. Referrals for dependent care, elder care, people with disabilities and other caregiver situations.
4. Employee and Family Assistance provider for health and wellness resources.
5. Working parent networks where employees can share resources, tools or other services.
6. Quiet rooms at some facilities for those who need a break or time for reflection.

Agilent has once again received a 100 percent rating for the 2011 Corporate Equality Index and Best Places to Work Survey. The survey is conducted by the Human Rights Campaign Foundation (HRC), which is the educational arm of the United States' largest advocacy group for gay, lesbian, bisexual and transgender (GLBT) Americans.

## **Wages and Benefits**

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

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

- Our Total Pay program includes base pay, variable pay systems such as the Agilent Results Bonus and Individual Performance Bonus, and sales incentive compensation. Pay is differentiated based on company and individual performance.
- Benefits such as health and welfare benefits, retirement plans and time-off, provide a foundation to support employee well-being and financial security.
- Equity programs align employee and shareholder interests. Programs include an Employee Stock Purchase Plan and long-term incentives such as restricted stock units.
- Our recognition program is one of the approaches available to acknowledge an employee's performance. It includes cash bonuses, cash-equivalent gifts and non-cash awards.

## **Diversity and Inclusion in the Company and Marketplace**

Agilent is a multinational company sensitive to the values of local communities. Global diversity and inclusion are key components of Agilent's operating model. We understand the value – to our business, employees and communities – of an inclusive environment that respects and celebrates unique perspectives and life experiences. Our workforce is diverse and geographically distributed (42 percent in Asia Pacific, 20 percent in Europe and 38 percent in the Americas). At Agilent, we recognize that:

- Our employees, customers, suppliers and strategic partners are increasingly global in nature and reflect a wide mix of cultures that we must relate to effectively to succeed.
- Diverse perspectives help us achieve competitive advantage and become a leader in innovation, problem solving and creativity. We work to address work-life balance challenges and leverage diverse perspectives, talents and teams to meet this global challenge.
- The workforce demographics are changing in most countries. The competition for top talent is increasing. To ensure our business success, Agilent provides a competitive work environment that enhances productivity, helps to attract and retain employees, and promotes the Agilent brand and values.
- Our global competitiveness is not achieved only by designing, manufacturing, marketing and selling superior products. We also invest in developing and applying excellent people skills around the globe.

| <b>Gender Diversity Worldwide</b>       | <b>FY 2007</b>         | <b>FY 2008</b>        | <b>FY 2009</b>        | <b>FY 2010</b>        |
|---|------------------------|-----------------------|-----------------------|-----------------------|
|   | <b>Male/Female (%)</b> | <b>Male/Female(%)</b> | <b>Male/Female(%)</b> | <b>Male/Female(%)</b> |
| <b>All Employees</b>                    | 65.5/34.5              | 65.7/34.3             | 66.9/33.1             | 67.0/33.0             |
| <b>Executives and Senior Management</b> | 77.8/22.2              | 76.9/23.1             | 76.8/23.2             | 77.3/22.8             |

## Training and Development

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

Time and again, research has demonstrated that the most effective development occurs when learning is applied to on-the-job, real-business problems. What works best is a blend of approaches that allow employees to learn while doing their day-to-day jobs.

The following three approaches to employee development are used at Agilent and are provided based on business need:

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

## Working at Agilent

An innovative development program for all individual contributors -Working at Agilent - continued to be deployed companywide in 2010 to ensure employee engagement in the company's success.

The program is designed to empower, encourage and inspire employees to take initiative, think creatively, push beyond conventional limits and innovate as individual leaders in collaboration with their manager and colleagues. As such, Working at Agilent is in clear alignment with the key messages of Agilent's leadership curriculum. Participants create an action plan to keep their skills current for today and the future.

In 2010, Agilent held 134 sessions encompassing 2,792 participants. Evaluation of the program shows that 97 percent of attendees have either achieved or expect to achieve worthwhile business results from their participation in Working at Agilent. A total of 3,585 employees have now completed the program, representing 27 percent of Agilent employees worldwide. The plan is to deliver the program to all employees by October 31, 2014.



Agilent executives believe that Working at Agilent helps managers engage their employees, improve speed to opportunity and enable more employees to say with confidence that they are working on meaningful projects for a company that creates great value in the world.

This blended learning solution has pre-event activities which include a popular, customized e-learning module and a collaborative activity to do with the direct manager. During the one-day session, an Agilent leader presents and participates in a question-and-answer session as well as several experiential activities. All of the content is applied to actual business results.

## Standards of Business Conduct

SBC is an integral part of Agilent's culture of ethics and compliance. All employees are trained in anticorruption policies and practices. It is Agilent's policy to comply with all applicable anti-bribery and anti-corruption laws such as the U.S. Foreign Corrupt Practices Act (FCPA) and the laws enacted by countries which have adopted the Anti-Bribery Treaty of the Organization for Economic Cooperation and Development (OECD). In addition to SBC training, employees and managers are informed to ensure Agilent adheres to all laws and conducts its business practices in a fair and

legal manner. Every Agilent employee participates in a training orientation covering Standards of Business Conduct and Agilent's Corporate Objectives and Culture.

## Community Involvement

Agilent's investment in our communities is another way in which we advocate diversity and inclusion. Each year Agilent Technologies, through its businesses, employees and foundation, dedicates thousands of hours and donates millions of dollars to organizations that enrich our communities intellectually and socially. Agilent employees collaborate with schools and universities, making a difference by offering unique skills, expertise and time.

Here are several examples of Agilent's involvement in diverse local communities around the globe:

### Agilent sponsors Electronics for the Community (Singapore)

Recognizing the need to nurture future engineers to solve the future problems in our society, Agilent partnered with National University of Singapore (NUS), South West Community Development Council (CDC) and five schools (River Valley High, Hwa Chong Junior College, Victoria Junior College, Cedar Girls Secondary School and Jurong West Secondary School) in a community outreach program, Electronics for the Community. In this program, the students designed assistive aids for elderly people and some of the more useful aids will be prototyped and given to senior citizens in the area.



### Introduce a Girl to Engineering Day

#### Santa Rosa, Calif.

More than 70 young women from several community organizations as well as daughters of Agilent employees participated in the 2010 Introduce a Girl to Engineering Day event at the Santa Rosa site. Coordinated by the Women's Leadership Development employee network group, this year's IGED featured an "egg drop" contest with teams designing and building devices to prevent an egg from breaking in a 20-foot fall. During a panel session, the girls also got to hear engineers discuss their careers.



## **Young Enterprise Program (Malaysia)**

Agilent has been a firm supporter of the Young Enterprise program since it was introduced by the American Malaysian Chamber of Commerce (AmCham) in 1989. The program was created to nurture future business leaders, focusing on hands-on learning concepts where students are given the opportunity to run real businesses and manage the full life cycle of a business enterprise. The Young Enterprise Program works to build a bridge between the school and the world of work through which young people can acquire the knowledge, skills and culture of the workplace. Agilent advisors visit the school regularly and with the assistance of teacher advisors, act as consultants to the students. Student participants, called "Achievers," learn about the importance of teamwork and how to turn innovative ideas into profits. In 2010, some of the business products the students developed included decorative doorknob hangers, bookmarks, key chains, bracelets and personalized notepads.

## **Health and Safety**

Agilent is committed to health and safety practices and work environments that enable our people to work injury and illness free. Agilent recognizes its responsibility to provide a safe working environment for employees and realizes that they are most productive when they are healthy.

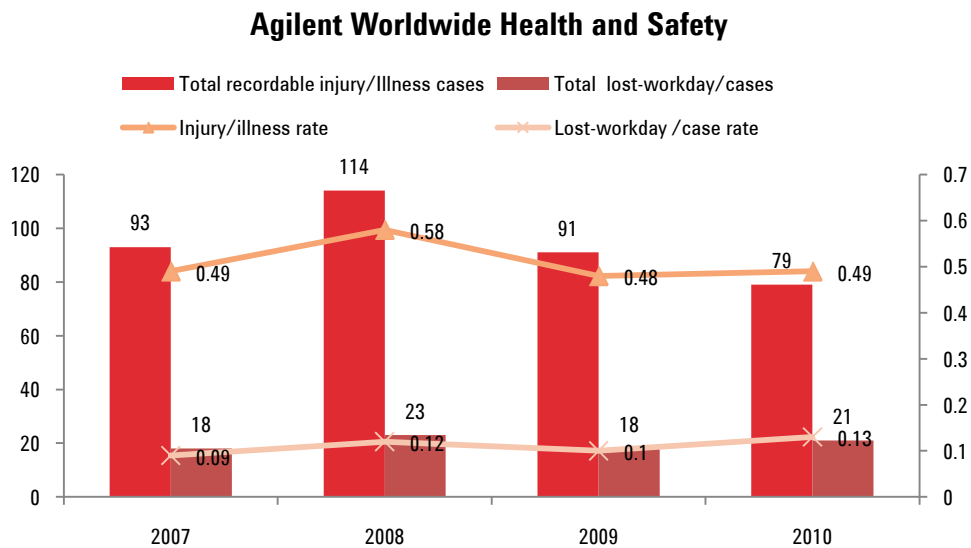
Agilent's occupational health and safety programs are targeted at the prevention of work-related injuries and illnesses through continual mitigation of risk and hazards. Our wellness programs raise awareness of health issues and encourage employees to adopt healthy lifestyles. Health and wellness approaches at Agilent include on-site and online classes, availability of educational materials about health risks and travel health, awareness events such as health fairs, and, at larger sites, fitness centers with instructors. Agilent Environmental Health and Safety (EHS) training is provided to all employees through our online Learning@Agilent system and class room training. The training courses are specifically designed for Agilent jobs.

Agilent records and investigates work-related injuries and illnesses to identify root causes and apply appropriate corrective and preventative actions. At Agilent, the primary health and safety metrics monitored are the lost workday case rate (the number of work-related injuries/illnesses that result in time away from work per 100 employees working a full year) and the occupational recordable rate (the number of lost-time and no-lost-time recordable cases per 100 employees working a full year). Both metrics have remained relatively stable over the last five years and continue to benchmark favorably relative to Agilent competitors and industry leaders. Over the past four years there has been a concerted global effort to address office ergonomic risk factors which have represented a large percentage of injuries and illnesses at Agilent. Agilent instituted an online training and assessment process, resulting in a 65 percent reduction in both high-risk office workstations and reported discomfort levels from employees.



## EHS Compliance During 2010

Agilent's global EHS organization establishes companywide EHS operational standards for our locations worldwide. These standards are consistent with those that prevail in developed countries and often exceed what is required by local regulations. It is Agilent's policy to comply with applicable EHS legal requirements in the markets where we operate. Even with many safeguards, some concerns may be identified in our operations during the course of regulatory inspections. We work cooperatively with government authorities to resolve reported violations. When applicable, Agilent investigates the reported violations in order to gain insights and initiate new policies and programs that might prevent similar incidents in the future. **During our 2010 fiscal year, zero fines and penalties were assessed against Agilent for regulatory violations associated with EHS operations at our sites worldwide.**





# **Environmental Stewardship**

## Environmental Stewardship – Top Results in 2010

### Commended by Global 100 project

- The Global 100 project each year recognizes global corporations which have been most proactive in managing environmental, social and governance (ESG) issues. Launched in 2005, the Global 100 Most Sustainable Corporations list is announced annually during the Davos World Economic Forum.

### Santa Rosa - Waste Reduction Award Program

- **Agilent's Santa Rosa site was a winner** in the 2010 **CalRecycle** Waste Reduction Award Program (WRAP), marking its 10th consecutive winning year. WRAP recognized the site's efforts to incorporate waste reduction, reuse, recycling and buying recycled materials into daily business activities, thereby "helping conserve scarce resources and influence the way business is done in California."

### Santa Clara – Silicon Valley Power “Energy Innovator Award”

- Agilent was honored for “comprehensive efforts to support energy efficiency and renewable energy” achieved through the installation in 2009 of a 1-megawatt solar system on the roof of our Santa Clara, Calif., headquarters. The system delivers 7 percent of the site's overall power needs each year – and up to 30 percent during peak sunny hours. The competition is sponsored by Silicon Valley Power, the electric utility for the city of Santa Clara.

### NEWSWEEK Lists Agilent Among Greenest Companies

- *Newsweek* magazine started with the 500 biggest publicly traded U.S. companies and gave each a Green Score—a measure of the company's environmental impact, policies and reputation. Agilent came in at No. 48 overall and No. 2 in the industrial goods sector. The company's environmental impact score (based on more than 700 metrics, from greenhouse-gas emissions to solid-waste disposal) was even more impressive: No. 27 overall, No. 1 in industrial goods. <http://www.newsweek.com/2010/10/18/green-rankings-us-companies.html>.

### Cited as one of the “100 Best Corporate Citizens” by CRO magazine

- Agilent was recognized as one of the top “100 Best Corporate Citizens” by CRO magazine, which evaluates environment and suitability governance. For more details click here <http://www.thecro.com/content/100-best-corporate-citizens>.

## Products and Services

### Our product development processes include guidelines on the design for the environment

Agilent is dedicated to the environmental and food safety markets to provide new products, services and applications. Examples include but are not limited to collaboration with customers, agencies and researchers on topics such as the Gulf Coast oil spill, food safety, pesticide analysis and greenhouse gas analysis. More on [Environmental Analysis](#) and [Food Safety](#)

The latest revision of Agilent General Specification for the Environment has included additional restriction of several substances compared to the previous version (e.g., several phthalates). More information about GSE can be found

[http://www.agilent.com/environment/env\\_expectations.shtml](http://www.agilent.com/environment/env_expectations.shtml).

#### Environmental Analysis – Ensuring Accurate and Faster Results

- In response to the Gulf Coast oil spill, Agilent scientists immediately began working with government agencies tasked in the monitoring of environmental and food samples. More on [Gulf Coast Oil Spill](#).
- Introduced two Greenhouse Gases (GHG) Analyzers for simultaneous analysis of methane (CH<sub>4</sub>), carbon dioxide (CO<sub>2</sub>), and nitrous oxide (N<sub>2</sub>O) in air samples. The analyzers also can be used for soil gas analysis or plant breathing studies, where the samples contain CH<sub>4</sub>, N<sub>2</sub>O, and CO<sub>2</sub>. Both analyzers easily can be expanded to determine sulfur hexafluoride (SF<sub>6</sub>). More on [Greenhouse Gases \(GHG\) Analyzers](#)
- Solvent reduction for standard Liquid Chromatography (LC). Introduction of new standard LC series with higher pressure and faster cycle times reduces the amount of solvent consumed per run while keeping test performance at an optimum. Faster Chromatography solution that lead to shorter run times. Shorter run time means high-throughput labs now have higher capacity and can analyze more samples in less time. More samples in less time also means lower costs. More on [Faster Chromatography Solution](#)

#### Food Safety - From Farm to Fork

- Agilent introduced two Triple Quadrupole GC/MS Pesticide Analyzers, that are complete, factory-configured, highly sensitive and chemically tested systems to quickly identify a

broad range of commonly analyzed pesticide residues. More on [New Triple Quadrupole GC/MS Pesticide Analyzers](#)

- Collaborated with National Center for Food Safety and Technology (NCFST) to develop new scientific methods for food testing, with the goal of solving a wide range of persistent problems facing global food supply chains. More on [Collaboration with National Center for Food Safety and Technology](#)
- Launched a system that speeds and simplifies the use of DNA to identify fish species in food products, making this highly-accurate technique feasible for routine verification of seafood. More on [Agilent Fish Species Identification](#)

## Supplier Code of Conduct

Agilent's Supplier Code of Conduct addresses our environmental and sustainability focus as well as support of human rights and anticorruption practices within Agilent's supply chain. Agilent's relationships with suppliers are of great strategic importance. Common sense, good judgment and the highest standards of integrity will be used in working with our suppliers. The results Agilent Technologies seeks will not occur from random sourcing or from selecting suppliers solely based on competitive quotations. It will result from making the correct selection of suppliers, then working closely with them in specific areas to improve quality and productivity. The basic strategy for establishing these "working relationships" is through setting mutual performance expectations and measures, feeding back the results, initiating corrective actions to ensure continuous performance improvements and over time, rewarding the best with the opportunity for more business through new R&D products and product transfers.

## Environment Health and Safety and Social Responsibility

Agilent's Corporate Citizenship Objective is to be an economic, intellectual and social asset in each nation and community in which we do business. In support of this objective, Agilent maintains company-wide policies that address environment and sustainability, and occupational health and safety. Our Standards of Business Conduct clarify the extension of our values to our suppliers. It states that we will not establish or maintain a business relationship with a supplier if we believe that its practices violate local laws or basic international principles relating to labor standards or environmental protection.

To confirm our commitments and clarify our expectations, in 2004 Agilent developed the Supplier Environmental Social Responsibility (ESR) Code of Conduct. During the supplier-sourcing process, potential suppliers are made aware of Agilent's Supplier ESR Code of Conduct. We communicate to our suppliers our ESR expectations and require them to adopt sound environmental, health-and-

safety management practices aligned with these expectations. To help ensure that the principles within our Code of Conduct are understood globally, we incorporate eight International Labour Organization (ILO) Conventions that have been identified as being fundamental to the rights of human beings at work. These conventions are supported by many organizations around the world and form the basis of Agilent's Human Rights Policy

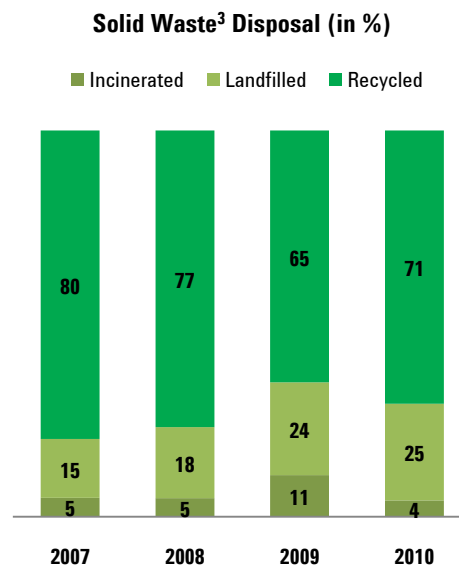
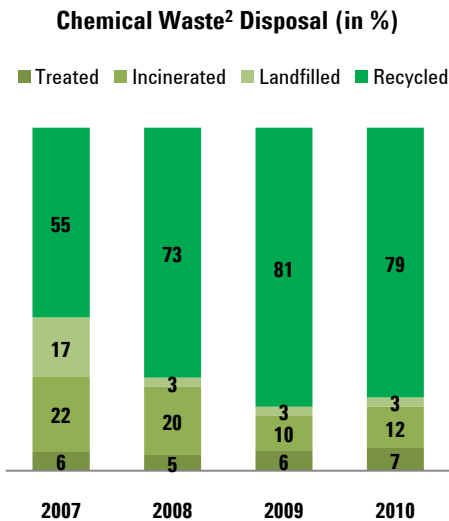
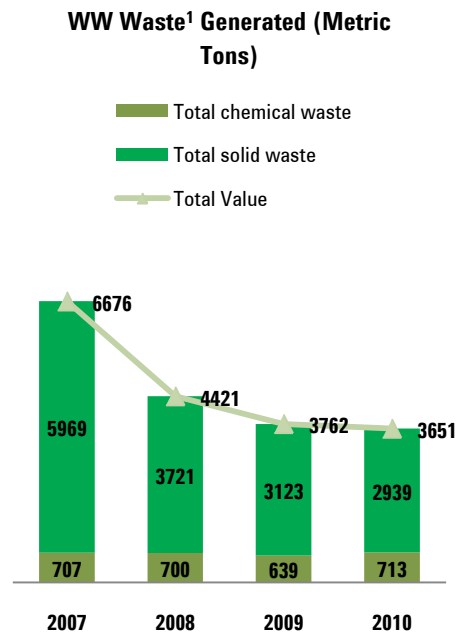
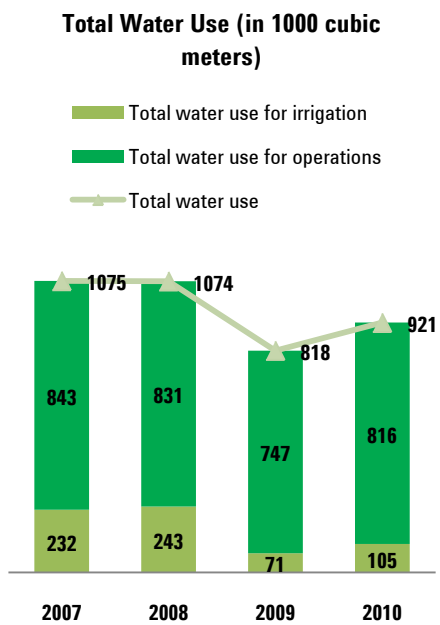
[http://jobs.agilent.com/who\\_we\\_are/rightsandpolicy.html](http://jobs.agilent.com/who_we_are/rightsandpolicy.html)

To ensure compliance with our Supplier ESR Code of Conduct, Agilent surveys direct-material suppliers representing the highest potential environmental and social responsibility risk. Through an independent third party, an onsite survey is conducted in three critical areas:

- Adoption of sound environmental, health and safety, and social responsibility management practices.
- Demonstrated conformance with applicable environmental, health and safety laws and regulations, and basic international principles relating to labor standards and environmental protection.
- Demonstrated compliance with international restrictions that apply to the chemical content of components that are incorporated into Agilent products. In addition, supplier exhibits product compliance to the current version of Agilent's General Specification for the Environment (GSE)

In those cases where areas of improvement are identified by the third-party auditor, Agilent works closely with the supplier to ensure a corrective action plan is developed and executed. The third-party auditor will verify the corrective action plan has been completed. In 2010, 15 high-risk supplier site surveys were successfully conducted. In addition, Agilent in 2010 instituted a new audit program to monitor all printed circuit assembly (PCA) suppliers for compliance with ozone-depleting compound regulations. Compliance and verification was done by an independent third party and no issues were uncovered. Both of these programs underscore Agilent's commitment to ensuring our supply chain is in conformance with sound environmental, health and safety, and social responsibility practices.

# Reduce-Reuse-Recycle: Waste and Water Management



Notes:

<sup>1</sup> Total waste produced is calculated by adding total chemical waste and total solid waste tonnage.

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

<sup>3</sup> Solid waste refers to waste that is not included in chemical waste or excess electronic equipment (e.g. garbage/trash, paper, cardboard, glass, and furniture and construction debris). Solid waste data for FY10 excludes 6,350 metric tonnes of construction waste from an asphalt repair project at our Santa Clara site which has been recycled. If included, solid waste generated and quantity recycled would have substantially increased. Excluding the one-time project waste removes a large peak of recycled material for a one time project.

## **HOPE Services and Agilent Technologies partner to help increase the Solid Waste Diversion Rate for Santa Clara site.**

In 2009, the Agilent Technologies Santa Clara headquarters site started its partnership with HOPE Services. HOPE Services is an organization whose mission is to help all people with developmental disabilities and be able to let them live and participate in their communities. The organization currently sends four groups a week to the Santa Clara site to help with the sorting of recyclable materials. Last year, the site completed a new 6,000-square-foot recycle yard in hopes of increasing our partnership with HOPE Services. The joint effort was a success. Working with Agilent, HOPE Services has helped the company achieve a solid waste diversion rate of 94 percent for 2010 which includes the construction waste at the site.

## **Energy Conservation at Agilent**

Agilent has increased energy conservation for each of the past five years, achieving a 10 percent conservation commitment to US EPA Climate Leaders Program one year ahead of schedule. Agilent also participates in the Carbon Disclosure Project of which we have transparency in our carbon emissions.

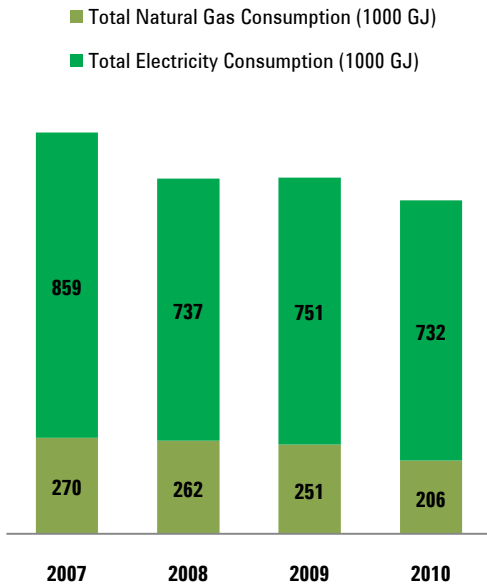
Agilent values, policies and our ISO14001 management system help us to achieve our energy-saving goals year after year. To get there, we have a broad range of initiatives: capital spending for energy conservation projects and solar power, operational improvements and employee action. In our 2010 fiscal year, we implemented energy conservation projects and operational improvements totaling 9.5 million Kilowatt-Hours, a 3.6 percent reduction from fiscal 2009.

With each passing year, Agilent increases its energy efficiency even as we grow our business. A year's worth of Agilent energy use in 2007 was 1,129 thousand gigajoules. In 2010, consumption had dropped to 938 thousand gigajoules. Refer to the "CCR Data Methodology" section for changes in Agilent's space footprint.

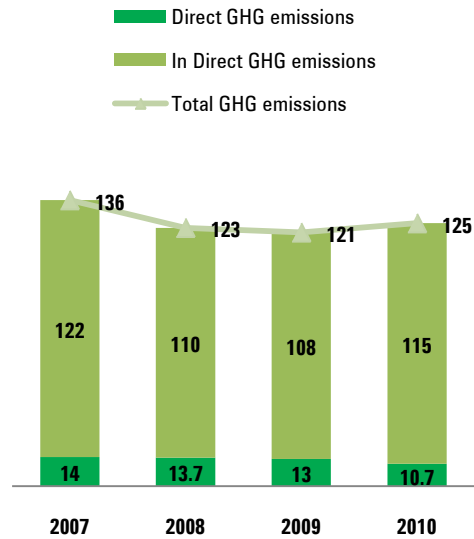
Our on-site solar-energy photovoltaic systems enabled us to reduce our CO<sub>2</sub> emissions from grid electricity use. In our 2010 fiscal year we generated 3.34 million kilowatt-hours from our two 1-megawatt solar PV power installations in Santa Rosa and Santa Clara, Calif, and an additional 225 thousand kilowatt-hours from our partially owned solar PV installation in Waldbronn, Germany.



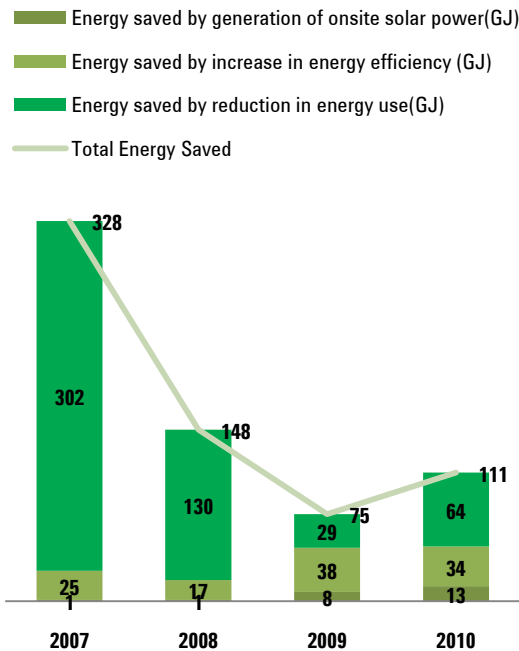
### WW Energy Consumption 2010



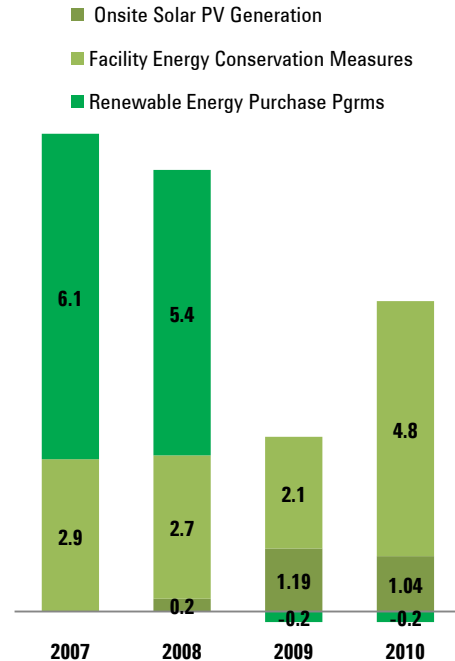
### Total direct and indirect Greenhouse Gas (GHG) emissions by weight<sup>1</sup> ((Metric KiloTonnes CO<sub>2</sub>))



### Total Energy saved (GJ)



### Greenhouse Gas Emissions reductions achieved (Metric Kilo Tonnes CO<sub>2</sub>)



Notes:

<sup>1</sup> For FY 10 data - 2005 eGrid factors were used to calculate CO<sub>2</sub> equivalent emissions from electricity consumption for US facilities , GHG protocol 2006 coefficients were utilized for all Non-US facilities.

<sup>2</sup> Energy Conservation measures by applying the percentage by which energy efficiency was improved in the previous year to the GHG emissions of the current year.

## Environmental Initiatives and Green Campuses

To raise awareness of environmental issues and forge relationships with local communities to improve the environment, **Agilent Malaysia** employees joined other corporate teams in Penang's highly industrialized free-trade zone to rehabilitate a local river, once declared "dead" from toxic waste. Two hundred Agilent volunteers and 80 primary school students created 10,000 tennis-ball-sized "enzyme mud balls" made of topsoil, rice husks, molasses and a microorganism-activated solution that were used as a natural treatment to clean the river. The mud balls were tossed into the river and improved water quality by stopping the growth of algae, breaking down sludge, suppressing pathogens and controlling ammonia levels.

**Agilent Singapore** provided an innovative employee incentive by awarding a prize to the employee with the best energy-efficiency idea. Other activities included a "minimal-waste week," a period with no air conditioning, an Earth Day bazaar and tree planting as well as an excursion where employees visited the Marina Barrage, a tidal and flood-control barrier in the city of Singapore.

To support the Green Building Initiative, Agilent China's new **Chengdu campus** was designed and built with many energy-saving and sustainability features including environmentally friendly furniture and building materials such as eco-safe paint and coatings, water-saving faucets, energy-saving light fixtures and a heat-insulating curtain under the roof that significantly reduces electricity costs from heating, ventilation and air-conditioning in summer and winter.

Agilent's new **India Manesar campus**, the work site for 1,300 Agilent employees, is a state-of-the-art campus spread over 10 acres with only 28 percent of the space occupied by buildings and parking lots. The rest of the site is landscaped with variety of indigenous plants, supporting local biodiversity. Several emerging green-building concepts were put to use such as utilization of day-lighting, solar power and shallow "wings" that shade the windows from direct sun but allow an abundance of natural light to reach deep into offices. Furthermore, water consumption has been reduced to 60 kiloliters per day (one fourth normal consumption) by harvesting rainwater (mainly for air-conditioning needs) and double-recycling of "gray" wastewater for toilets. "Black water" is used for landscape irrigation. Rooftop and parking lot rainfall runoff is collected and stored in an underground tank with a capacity of approximately five million liters –enough to supply the site for 60 days and reduce the impact on the limited local water supply. A three-step water recycling system is in place: regular water supplements rainwater for hand washing; treated hand-washing water is used for toilets with the treated flushed water used for drip irrigation of landscaping -- effective techniques for reducing evaporative losses. To moderate the summer's high ambient temperatures, building facades were installed that are only 60 percent glass and face north or south. Since the sharpest low-angle sun comes from the east and west, this minimizes the radiant absorption of heat. The east and west walls also have extra insulation to reduce heat gain. The harsh equatorial sun is further controlled with planters that shade the glazing to the south.

Modeling the solar azimuth resulted in optimal building orientation to maximize the use of natural daylight and minimize radiant solar heat gain thereby reducing demands on the air-conditioning system.

## Glossary and Acronyms

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

**CO<sub>2</sub>** Carbon dioxide. A gaseous by-product of energy generation and energy use that is known to contribute to global warming.

**EHS** Environmental, health and safety.

**EHSMS** Environmental, health and safety management system.

**ESR** Environmental and Social Responsibility.

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

**Greenhouse gases** For the purpose of this report, greenhouse gases are the six gases listed in the Kyoto Protocol: carbon dioxide (CO<sub>2</sub>); methane (CH<sub>4</sub>); nitrous oxide (N<sub>2</sub>O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF<sub>6</sub>).

**Gigajoule** 1 gigajoule = 277.78 kilowatt-hour.

**GRI** Global Reporting Initiative. An independent global institution that is developing a generally accepted framework for sustainability reporting. For more information go to [www.globalreporting.org](http://www.globalreporting.org).

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

**ILO** International Labour Organization. For more information, go to [www.ilo.org/global/index.htm](http://www.ilo.org/global/index.htm)

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

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

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

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

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

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

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

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

## CONTACT US

Agilent Technologies, Inc  
5301 Stevens Creek Blvd  
Santa Clara, CA 95051  
United States  
[www.agilent.com](http://www.agilent.com)

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