



Agilent Technologies

Agilent Technologies Canada Inc.
6705 Millcreek Unit 5
Mississauga, ON L5N 5M4
Canada
www.agilent.com

Mississauga/ON, May 8, 2024

Attention to:
MINISTER OF PUBLIC SAFETY OF CANADA

Ref.: Force and Child Labor Report

This report aims to enhance transparency and corporate responsibility in supply chains, in particular to detail the steps taken by Agilent to prevent and reduce the risk that forced labour or child labour in the supply chain during the previous financial year.

ORGANISATION STRUCTURE

The Agilent Group has one legal entity in Canada:

Agilent Technologies Canada, Inc. has a registered address at 6705 Millcreek Unit 5, Mississauga, ON L5N 5M4 ("AT CANADA"), a corporation duly organized under the laws of British Columbia. The persons named below are duly appointed and elected as directors and officers of AT CANADA.

Name	Title
Dennis Theodoropoulos	Chairman, Chief Executive Officer and President, and a director
Ron Podio	Vice-President, Finance
Paulo di Monte	Assistant Secretary, and a director

The ultimate parent company of AT CANADA is Agilent Technologies, Inc. ("Agilent"), which has its head office in Santa Clara, California, USA. Agilent employs approximately 18,000 people worldwide and has customers in more than 100 countries. Agilent's stock is traded on the New York Stock Exchange under the ticker symbol "A." Agilent generated revenues of \$6.83 billion in FY23 (1. November 2022 – 31. October 2023).

OUR BUSINESS

Agilent is a leader in life sciences, diagnostics and applied chemical markets. The company provides laboratories worldwide with instruments, services, consumables, applications and expertise, enabling



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customers to gain the insights they seek. Agilent's expertise and trusted collaboration give them the highest confidence in our solutions.

Agilent's business is organized into the following business units:

- **Life Sciences and Applied Systems Group (LSAG):** Our LSAG business provides application-focused solutions that include instruments and software that enable customers to identify, quantify and analyze the physical and biological properties of substances and products, as well as enable customers in the clinical and life sciences research areas to interrogate samples at the molecular and cellular level.
- **Diagnostics and Genomics Group (DGG):** Our DGG business is comprised of six areas of activity providing active pharmaceutical ingredients for oligo-based therapeutics as well as solutions that include reagents, instruments, software and consumables that enable customers in the clinical and life sciences research areas to interrogate samples at the cellular and molecular level.
- **Agilent Crosslab Group (ACG):** Our ACG business spans the entire laboratory with its extensive consumables and services portfolio, which is designed to improve customer outcomes. The majority of the portfolio is vendor neutral, meaning Agilent can serve and supply customers regardless of their instrument purchase choices. Solutions range from chemistries and supplies to services and software helping to connect the entire laboratory.
- **Order Fulfilment Services (OFS):** OFS focuses on order fulfilment and supply chain operations in our businesses. OFS provides resources for manufacturing, engineering and strategic sourcing to our respective businesses.
- **Global Infrastructure Organisation (GIO):** GIO provides support to the business and includes services in the areas of finance, tax, treasury, legal, real estate, insurance services, workplace services, human resources, information technology services, order administration and other corporate infrastructure expenses.

AT CANADA main operations is the sale of Agilent products and services to Customers in the private and public sector in CANADA.

OUR SUPPLY CHAINS

AT CANADA imports goods into CANADA and its supply chain for the core products that sells in CANADA is primarily via Agilent's manufacturing facilities and intercompany arrangements with other parts of the Agilent Group. Agilent has manufacturing facilities in the Australia, China, Denmark, Germany, Italy, Malaysia, the Netherlands, Singapore, the United Kingdom, and the United States. These facilities manufacture analytical and diagnostic products for life sciences, diagnostics, and applied chemical markets.

AT CANADA has direct suppliers to support its businesses in CANADA, including suppliers of professional services (e.g. solicitors, accountants), facilities management, logistics and travel.

CONFLICT MATERIALS

The 'Agilent Conflict Minerals Policy' applies on a worldwide basis within Agilent:
[Agilent_Conflict_Minerals_Policy_Statement.pdf](#)

Agilent conducts reasonable due diligence regarding the source and chain of custody of the conflict minerals in our products. Our Due Diligence measures have been designed to conform in all material respects, with the 5-step framework described in the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition, 2016 ("OECD Guidance") and the related supplements for 3TG.

CHILD LABOR

AT CANADA supplies a significant percentage of products and services from countries which are assessed as enhanced risk due to the UNICEF Children's Rights in the Workplace Index *Children's rights and business | unicef.ch* including Singapore and the United States. Nevertheless, at the date approval of this Report, there has been no suspicion or report of the use of child labor in Agilent's supply chain.

SUPPLIER ADHERENCE TO OUR VALUES / DUE DILIGENCE PROCESSES FOR CHILD LABOR

The Agilent Group requires all suppliers to adhere to Agilent's Supplier Code of Conduct.

The Supplier Code of Conduct requires supplier compliance with human rights and employment practices throughout their operations (including, but not limited to, the operations of their own suppliers and any permitted sub-contractors). Explicit reference is made, that 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. The Agilent Group has implemented a system for distributing the Supplier Code of Conduct to all suppliers at onboarding and thereafter on an annual basis according to risk or strategic importance. Our supplier terms and conditions and other agreements expressly require adherence to the Supplier Code of Conduct.

To help ensure supplier compliance with our values, and as part of our initiative to identify and mitigate risk within our supply chain, we undertake supplier due diligence on our globally managed suppliers (representing over 85% of spend on direct materials suppliers) and strategic indirect suppliers.

Our due diligence process is designed to identify, assess, and mitigate potential risk areas in our supply chain, including risks of child labor. In the event of potential risk being identified, a detailed analysis will be conducted to assess its impact which may include deployment of an on-site audit conducted by a third-party service provider. Agilent will work with the supplier to develop remediation action to address the risk and any non-conformances identified through the audit process. Agilent's supplier questionnaire includes the following statement:

"Expectation: Suppliers shall comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery, child labor or human



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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, UK and Australia Modern Slavery Acts and California Supply Chain Transparency Act.”

OUR POLICIES

Agilent supports the fundamental principles contained in the Universal Declaration of Human Rights. Agilent’s core values and culture reflect a commitment to uncompromising integrity, ethical business practices, and good corporate citizenship. Agilent’s policies and practices reflect its support, respect, and activities to promote human rights within the company’s sphere of influence. As outlined in the Human Rights and Labor Policy of Agilent Technologies ([agilentrightsandpolicy.pdf](#)), Agilent condemns all forms of exploitation of children. Agilent will not recruit child labor and honors all local minimum age requirements for work.

To address the risks of child labor in AT CANADA’ operations and supply chain, the following related policies apply on a worldwide basis within Agilent:

- Agilent’s Standards of Business Conduct: <https://www.agilent.com/supplier/downloads/StandardsBusinessConduct.pdf>
- Agilent’s Supplier Code of Conduct: [Agilent_Supplier_Code_of_Conduct.pdf](#)

Additionally to trainings given to all employees on a yearly basis, Agilent’s Policy requires employees to report to Agilent any actual or suspected violations of Agilent’s Standards of Business Conduct or applicable laws, rules, and regulations within Agilent’s operations or supply chains. Agilent has a Global Compliance Helpline and an Open Door Policy that allows employees to report their concerns to any level of management for confidential, secure reporting and anonymous reporting where permitted by law and is available to both internal as well as external reporters in 14 languages.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.”

Dennis Theodoropoulos
Chairman, Chief Executive Officer and President, and a director
May 8, 2024

I have the authority to bind Agilent Technologies Canada, Inc.

Paulo di Monte
Assistance Secretary and a director
May 8, 2024

I have the authority to bind Agilent Technologies Canada, Inc.