Keysight's Sustainability and Environmental, Health & Safety Commitment

Keysight's Sustainability, and Environmental, Health and Safety (EHS) commitment spans corporate governance accountability as well as detailed policies, procedures, and initiatives across sustainability and environmental, health, safety and cross-EHS topics such as crisis management and supply chain partnerships. This legacy is embodied today in many of our corporate social responsibility (CSR) foundational pillars and as part of the Keysight Leadership Model (KLM) – the framework for how we run the company. As such, our EHS Management system (EHSMS) prioritizes the environment and our health and safety efforts in support of conducting business in an ethical, legally compliant, environmentally sound, and socially responsible manner.

Keysight's Approach to Sustainability and EHS

Keysight's approach to EHS and environmental sustainability management is through accountable governance and results tracking, and is shaped and supported through commitments to leading international standards and partnerships, including:

- Responsible Business Alliance (RBA): As an Affiliate Member of RBA, Keysight supports its industry-based common Code of Conduct, and uses the range of RBA training and assessments for continuous improvement in social, environmental and ethical responsibility efforts within our EHS program.
- ISO 26000: Keysight subscribes to the guidelines of ISO 26000, a voluntary international standard providing guidance on social responsibility.
- ISO 14001:2015: Five strategic company sites representing global operations are certified to ISO 14001:2015 for environmental management. Representing nearly 50% of the company's total floorspace, our ISO 14001:2015 certified sites include: Santa Rosa, CA (Company Headquarters); Penang, Malaysia; Tokyo, Japan; Boeblingen, Germany; and Bochum, Germany.
- ISO 45001:2018: Three strategic company sites are certified to ISO45001:2015 for the Health and Safety Management system. They include (Bochum, Germany; Boeblingen, Germany; and Seoul, South Korea.

To help maintain accountable governance, Keysight has dedicated resources globally to implement and manage EHS programs. In addition, the programs are supported by all employees, who receive communications and training on related policies and responsibilities.

To measure the efficacy of our Environmental, Health and Safety Management System (EHSMS), Keysight sets relevant targets that are aligned with business priorities to drive continual improvement in program areas. To promote a safe, respectful, and compliant workplace, Keysight also tracks detailed key performance indicators (KPIs) such as injury and illness rates and control of workplace hazards.

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Keysight's Environmental Programs

Keysight recognizes that climate change is an economic, environmental, and social crisis, and the private sector needs to take meaningful action to reduce greenhouse gas (GHG) emissions. In 2021 we launched our commitment to net zero emissions in company operations by end fiscal year 2040. To measure progress, we also established interim 55% renewable electricity and 10% energy reduction goals for end fiscal year 2030. These commitments provide certainty about the company's strategic direction in environmentally sustainable operations.

In 2021, we also announced our commitment to the Science Based Targets initiative (SBTi) to develop approved SBTs in line with limiting global warming to 1.5 degrees Celsius. Utilizing the SBTi framework to develop, track, and report on these corporate ambitions will enable Keysight to measure progress in GHG emissions reduction and help ensure targets are consistent with the latest climate change scenarios. In initiating alignment with the SBTi framework, we expanded our GHG reporting boundaries to include all sites within our operational control and recalculated emissions from our new fiscal year 2019 energy baseline to date.
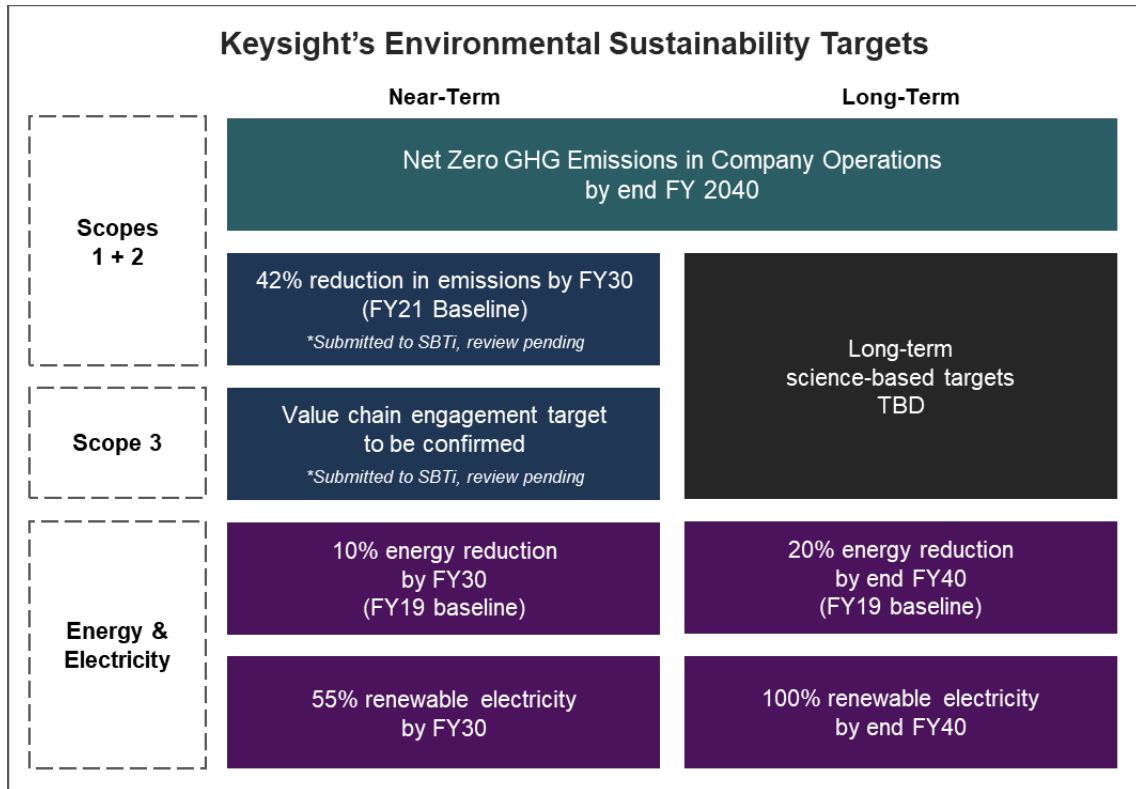
Environmental Objectives, Targets & Results

Keysight's environmental programs span global operations with the intent to conserve natural resources, reduce emissions, minimize waste, and prevent pollution. To achieve these objectives, we adopt innovative solutions for continual improvement in our operational and site management practices as well as our working relationships with suppliers and contractors.

Key fiscal year 2022 highlights include:

- Installed a 5.8-megawatt peak rooftop solar array at our largest manufacturing site, in Penang, Malaysia, which is estimated to generate approximately 7,900 megawatt-hours (MWh) of renewable energy annually.
- Completed multiple energy reduction projects and conservation measures globally, that are estimated to reduce our energy use by approximately 3,500 MWh and 1225 metric tons of CO_2 equivalents. These projects, which included HVAC retrofits, lighting upgrades, and solar window film installations, keep us on track to achieve the company's energy reduction goals.
- Developed a roadmap to achieve our target for at least 55% renewable electricity by the end of fiscal year 2030, making progress towards our 100% renewable electricity and net zero greenhouse gas emissions in company operations by the end of fiscal year 2040.
- Continued to employ ISO 14001:2015 certified company-wide Environmental, Health and Safety Management System (EHSMS) to drive continuous reduction of adverse environmental impacts from our operations and products and promote a healthy work environment.

Keysight's near- and long-term energy and emissions targets are presented in the table below, which support the company's strategy for net zero emissions in company operations (Scopes 1 and 2).

Keysight's Environmental Sustainability Targets

	Near-Term	Long-Term
Scopes 1 + 2	Net Zero GHG Emissions in Company Operations by end FY 2040	
	42% reduction in emissions by FY30 (FY21 Baseline) *Submitted to SBTi, review pending*	Long-term science-based targets TBD
Scope 3	Value chain engagement target to be confirmed *Submitted to SBTi, review pending*	
Energy & Electricity	10% energy reduction by FY30 (FY19 baseline)	20% energy reduction by end FY40 (FY19 baseline)
	55% renewable electricity by FY30	100% renewable electricity by end FY40

Looking Forward in the Environment

In fiscal year 2023, Keysight plans to further our efforts towards net zero emissions in company operations. To prepare the company for the related long-term and interim goals, Keysight is developing global roadmap strategies for conservation and decarbonization in operations, renewable electricity procurement, and electrification of fleet vehicles. We aim to reduce our global energy consumption each year through continued execution of energy conservation initiatives.

Having committed to the SBTi in 2021, Keysight submitted our proposed Scopes 1 and 2, and Scope 3 science-based targets (SBTs) for validation in 2023. When approved, these SBTs will build on our existing net zero target by setting specific near-term goals for Scopes 1 and 2 emission reduction and Scope 3 value chain engagement.

In addition to continuing to implement our renewable electricity strategy for Scope 2, Keysight is emphasizing decarbonization and electrification for Scope 1. To begin, Keysight is piloting battery electric vehicles for select fleet drivers in the United States, with an expectation to expand the program regionally in the upcoming years. Additionally, in 2023 the company is completing an end-of-life assessment of all Keysight natural gas industrial processes worldwide. This assessment will be used to develop a roadmap that proactively considers electrification before processes reach the end of their useful lives or sooner. We recognize that electrification, combined with renewable electricity procurement, are important strategies to achieve our net zero target.

As part of Keysight's long term strategy to adapt to and help mitigate the worst impacts of climate change, in 2023 the company completed our first quantitative climate scenario analysis to better understand the outcomes of possible future scenarios globally. The results from the climate scenario analysis will be presented in Keysight's 2023 Task Force on Climate-Related Financial Disclosures (TCFD) Report, which will be released as a standalone report later in 2023. Looking forward in the environment, Keysight will continue to evaluate water consumption in our global operations. Using the World Resource Institute's Aqueduct Water Risk Atlas, we monitor the water stress risk associated with each site in our operational control for water-related activities and prioritize facilities in higher risk areas. We will maintain the wastewater treatment plants at three manufacturing facilities and audit additional material sites to identify new opportunities to conserve water.

On the waste management front, Keysight will continue to achieve operational excellence through the use of LEAN principles — an ongoing company practice that defines the way we approach and act on our operations. We use this process, among other efforts, to continuously identify and eliminate waste where possible.

In addition to our net zero goals, Keysight has refined our calculations of our Scope 3 emissions to complete a comprehensive inventory aligned with the Greenhouse Gas Protocol. The company submitted our science-based targets for Scopes 1 and 2 and Scope 3 for approval to SBTi. Setting SBTs will fortify our interim emissions reduction initiatives and support progress towards our long-term goals.

Keysight's Environmental Sustainability Principles

Environmental sustainability is present in many facets of Keysight – from our policies to our products and services, to the actions of every employee. Keysight demonstrates its commitment to environmental sustainability through the following key initiatives.

Environmental Policies

Keysight policies, such as those noted below, help minimize the impact of business operations on the environment while complying with regulatory requirements.

- Keysight Environmental, Health and Safety Policy
- General Specification for the Environment (GSE)
- Restricted Substances in Products
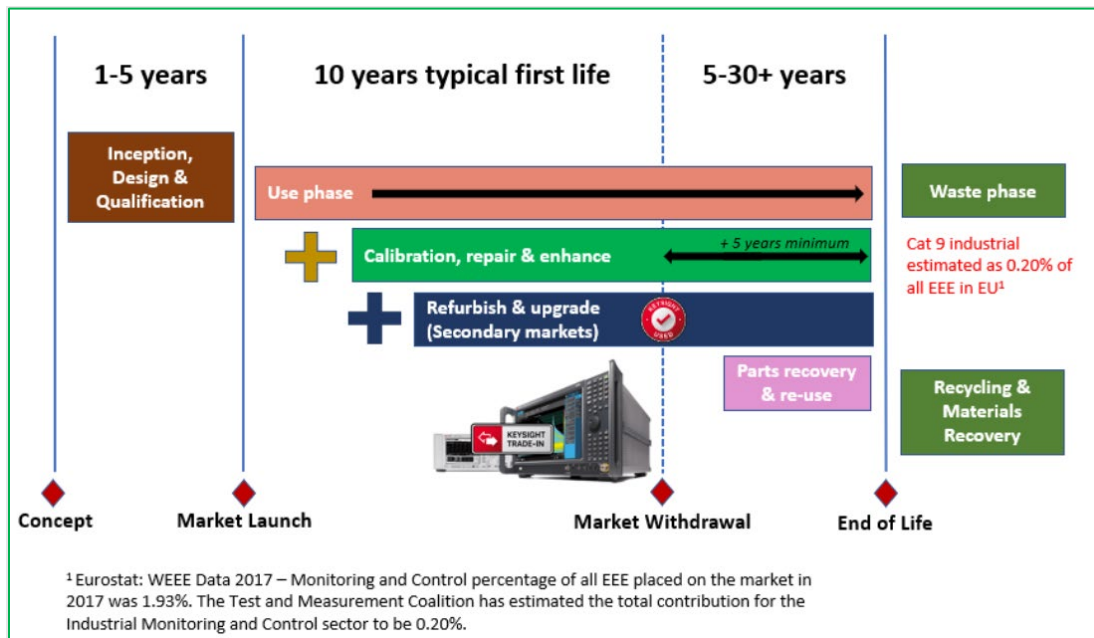- Product Material Environmental Specifications

Individual Employee Actions

Employees are regularly reminded and trained on individual actions that can make a difference, such as powering down equipment at the end of the day, turning off lights when leaving a conference room, carpooling/alternative commutes and separating recyclable materials in the lunchroom.

Additionally, Keysight employees have a strong sense of environmental volunteerism that is facilitated through the company's community engagement model. Some initiatives extend beyond Keysight's campuses such as the celebration of Earth Day and World Environmental Day, and employee-organized activities such as tree planting in Japan, community gardening in the UK, and beach clean-up in California.

Circular Economy

The company strives to limit the environmental impact of our product stream through design efforts, materials sourcing, product lifecycle, take-back and trade-in programs, refurbished equipment, and vast service offerings. Keysight's main contribution to a Circular Economy is by designing and producing solutions that support an extensive use phase. We design our products to support up to 40 years of active service through calibration, repair, and remarketing services in an effort to divert waste. Supporting our circular economy, our equipment is maintained, repaired, refurbished, and recycled.

To learn more, visit our resources on circular economy and sustainable solutions.

- Keysight's Circular Economy Contributions
- Our Solutions

Purposeful Technology

Keysight accelerates innovation by addressing customers' most complex design and test challenges through software-centric solutions. Our customers span the worldwide communications and industrial ecosystems, automotive, energy, aerospace and defense, semiconductor, and general electronics markets. Keysight helps customers improve design and development processes, optimize, and secure networks, and use technologies like AI and digital twins to advance technologies such as 6G, Internet of Things (IoT), and quantum computing. Our fusion of technology knowledge, measurement science expertise, and tailored differentiated solutions helps customers forge ahead with confidence in our connected and dynamic world.

Keysight enables solutions and services that support development of infrastructure, products, services, and technologies that have socially or environmentally beneficial applications, such as extending high-quality access to communications and clean technologies.

- Keysight solutions for automotive, energy, network, communications, and internet of things (IoT) help empower the clean tech revolution.
- Keysight solutions test and validate designs, simulate, and measure real-world conditions and monitor infrastructure deployments in support of social impact and wellness applications.
- Keysight solutions test performance, validate security, and monitor deployments of networks, devices, and artificial intelligence technologies in support of global safety and security.

Further details on our various solutions highlighting how Keysight enables sustainable innovation:

- Automotive & Energy
- Communications
- Internet of Things (IoT)
- Network Test

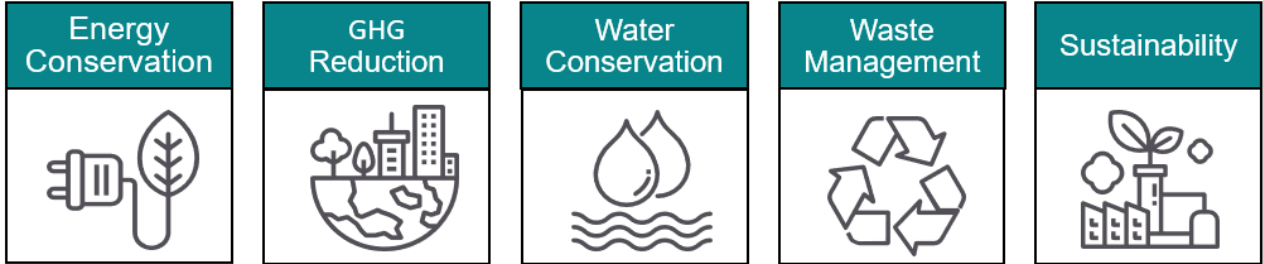# Sustainable Campuses and Workspaces

Environmental sustainability is prioritized at all sites worldwide, including the following initiatives:

- Installation of a 5.8-megawatt (MW) peak solar rooftop at Penang, Malaysia.
- Installation of window solar film at our Santa Rosa headquarters office, which contributes to heat gain reduction in warmer months and heat loss prevention in cooler months.
- Goat and sheep grazing for all year-round natural vegetation control and to actively pursue fire preparedness and prevention at Santa Rosa, California
- Energy savings projects at various sites include lighting retrofits and HVAC efficiency.
- Electric vehicle (EV) charging stations are available for employee use at several Keysight facilities.
- One-megawatt solar system at our headquarters facility in Santa Rosa, California
- Native grass that requires less water and energy to maintain replaced non-native grasses in Colorado Springs, Colorado.

- After an inspiring initiative at our Penang site, Keysight facilities eliminated single-use plastic straws globally.
- Germany and UK sites offer a bicycle and e-bike tax incentive leasing program to encourage low-carbon employee commuting.
- Many sites employ sustainable landscaping projects, recycling bins, composting and energy efficient building systems to minimize the impact of business operations on the local environment.
- Sensor-based systems that react to environmental conditions dim lights and help conserve energy when not needed.

Keysight's Environmental Focus Areas

Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention. We partner with our suppliers and contractors to better achieve these goals. Our focus areas for our commitment to the environment include:

Energy Conservation	GHG Reduction	Water Conservation	Waste Management	Sustainability

- Energy Conservation & GHG Reduction
  - o Installed LED lighting fixtures to reduce energy usage.
  - o Installed advanced lighting control systems in sites across the world.
  - o Installed tint film on windows to improve temperature controls.
  - o Managed onsite solar arrays at our two largest sites in Santa Rosa, California and Penang, Malaysia.

- Water Conservation
  - o As a software and solutions-based company, Keysight's direct water-related risks that could potentially affect business operations are minimal. While the company is not a significant user of water, we recognize that water is a limited and valuable natural resource. We are committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems, including water stewardship to support our business and the communities where we operate. To learn more about Keysight's water-related activities, please read Keysight's Water Use and Stewardship. We regularly assess for water-related risks that could impact our business, using the World Resources Institute (WRI) Aqueduct Water Risk Atlas to review water stress in areas where we operate. Keysight has taken the necessary protocols to reduce our exposure to water-related risks through our world-wide conservation efforts and water treatment and reclaim facilities.

Examples include:

- o Continued maintenance and repair of water piping and valves at our larger sites, representing greater than two million square feet of space.
- o Installed dual flush systems at many sites.
- o Converted landscape to native grassland, achieving significant water savings and reduce overall water footprint.
- o Optimized reverse osmosis and de-ionized water (RO/DI) systems.
- o Management of onsite wastewater treatment facilities at two of our primary manufacturing sites in Santa Rosa, California, and Colorado Springs, Colorado. Approximately 15% of total water withdrawn at the Santa Rosa site is reclaimed and reused for facility related operations and landscaping.

- Waste Management
  - o Installed a "Food Waste composting machine" that turns cafeteria food waste into compost without any chemical additives at our Penang, Malaysia site. This cost-effective machine is helping to reduce waste to landfill and eliminate the trucking of the waste to the central disposal facility, which will reduce carbon emissions. In FY2022, Keysight Penang diverted 100% of its food waste from landfill, amounting to 8.7 tons and this created 2.3 tons of compost used as fertilizer on-site for gardening and landscaping.
  - o Disassemble electronic waste to identify recyclable material and reducing electronic waste treatment.
  - o Trained workers to separate waste into respective categories.

- Environmental Sustainability
  - o Reinforced our commitment to Earth Day and our environmental sustainability performance we encourage site-specific actions across our locations worldwide and encourage our employees to take simple actions daily that can help Keysight achieve its goals. By Investing in Our Planet together, we can make a difference.
  - o Aligning with Global and Penang government green programs, our Penang site has continued its support and pledging commitment to eliminate straw usage on site since FY2019.
  - o Participation in community environmental events such as beach clean ups, tree planting, & trail restoration.
  - o Installed electric vehicle charging stations for employee personal vehicle use at headquarters site in Santa Rosa and Boeblingen, Germany
  - o Recycled old instrument parts instead of disposal, resulting in 2.39 tons of materials recycled in Chengdu, China in FY2022.
  - o Keysight no longer issues paper product manuals as a default. Customers are given electronic product manuals instead.
  - o Keysight's product take-back program aims to minimize the environmental impact of its products and operations by offering reuse programs.
  - o Products are designed for high reliability, with a goal of maximizing use for as long as it is required.
  - o Keysight's contribution to Circular Economy is based on the principles of designing out waste and pollution, keeping products and materials in use, and regenerating natural systems.

Health & Safety: Enhancing Performance While Promoting Employee Safety

Keysight maintains a best-in-class work environment and prioritizes the personal safety of everyone who works for Keysight. We do this by providing a safe and compliant work environment complete with proper recognition and control of workplace hazards, tracking injury and illness rates, utilizing a global travel health program, and maintaining robust emergency and disaster recovery plans. Conformance to RBA and ISO standards regarding health and safety supports our principles and helps Keysight achieve EHS objectives.

Health & Safety Objectives, Targets & Results

Keysight has internal Key Performance Indicators (KPIs) for continuous improvement towards health and safety goals. These KPIs include injury and illness rates, and workplace accessibility and accommodation. We continuously monitor the health and safety landscape to help us meet our goals.

Our health and safety initiatives have created a measurable impact on the company's global injury and illness rates.

Keysight's injury and illness rates are consistently well below the industry average. In addition to internal metrics, Keysight annually submits to the RBA Self-Assessment Questionnaire (SAQ) and the EcoVadis CSR Assessment to demonstrate the broad impact of our EHSMS. Keysight and its facilities are routinely classified as "low-risk."

Keysight's Health & Safety Principles

Ensuring the personal safety of Keysight employees drives our health and safety policies. We aim to provide a safe and respectful work environment for all employees through the following guiding principles and strategies:

- The health and safety of employees is the highest priority.
- Keysight provides a healthy and safe work environment for all workers. This is achieved through safety reviews to identify and control workplace hazards; reporting, tracking, and managing employee injury and illness cases; and providing a travel health program for international business travelers.
- Keysight understands the importance of a work life balance and promotes employee well-being programs including on-site amenities such as fitness rooms and programs, sports facilities, and access to counseling and mental health resources.
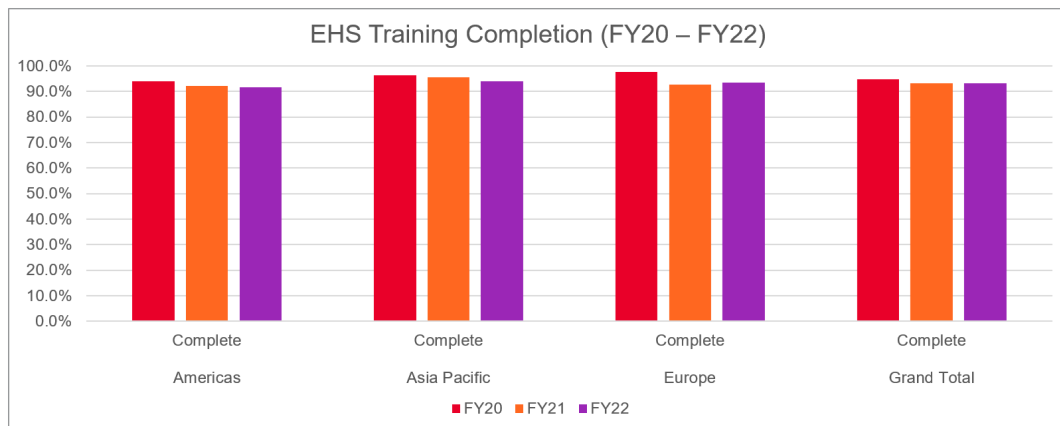
Keysight's Health & Safety Focus Areas

Health and safety is evident in many facets of Keysight – from our policies to our products and services, to the actions of every employee. Keysight demonstrates its commitment to health and safety through the following key principles.

Health & Safety Policies	Workplace Health	Workplace Safety	Training & Awareness	Customer Site Health & Safety

- Health & Safety Policies
    - Employee Wellness: We provide resources to promote a productive and healthy lifestyle and employee work-life balance. We provide employees with training and opportunities for personal and professional development. This includes fostering an inclusive workforce where all employees can thrive and offering benefits that support positive mental health.
    - Workplace Safety: We provide a safe and compliant work environment through proactive identification and control of workplace hazards. We take responsibility to eliminate hazards and reduce health and safety risks. We encourage workers to report incidents and risks, and to contribute suggestions for improvement. Through consultation and feedback from our workers, workplace health and safety information is promulgated

- Workplace Health
    - Thrive Guide – an internal Keysight resource that helps employees stay engaged and productive long term. This includes resources such as IT equipment and support, workspace solutions, office equipment, travel safety, health promotion (e.g., ergonomic training, stress management, fitness & wellness resources) and other health guides.

- Workplace Safety
    - Programs are in place to recognize, evaluate and control workplace factors that may cause injury to employees and risks to Keysight operations.
    - Business Continuity Plans are in place and help ensure delivery of Keysight products and services.
    - A robust Crisis Management Structure is in place to deal with disruptive and unexpected events that threaten to disrupt business, harm the organization, its employees, or its stakeholders. Keysight's team structure allows for local, regional, and global Crisis Management depending on the event.
    - When the mitigation of risk from an operation by elimination, substitution, engineering controls, or administrative controls is not practical, personal protective equipment to control hazards is used during emergency situations, for brief intermittent and non-routine tasks, and whenever other controls fail to achieve adequate risk reduction.
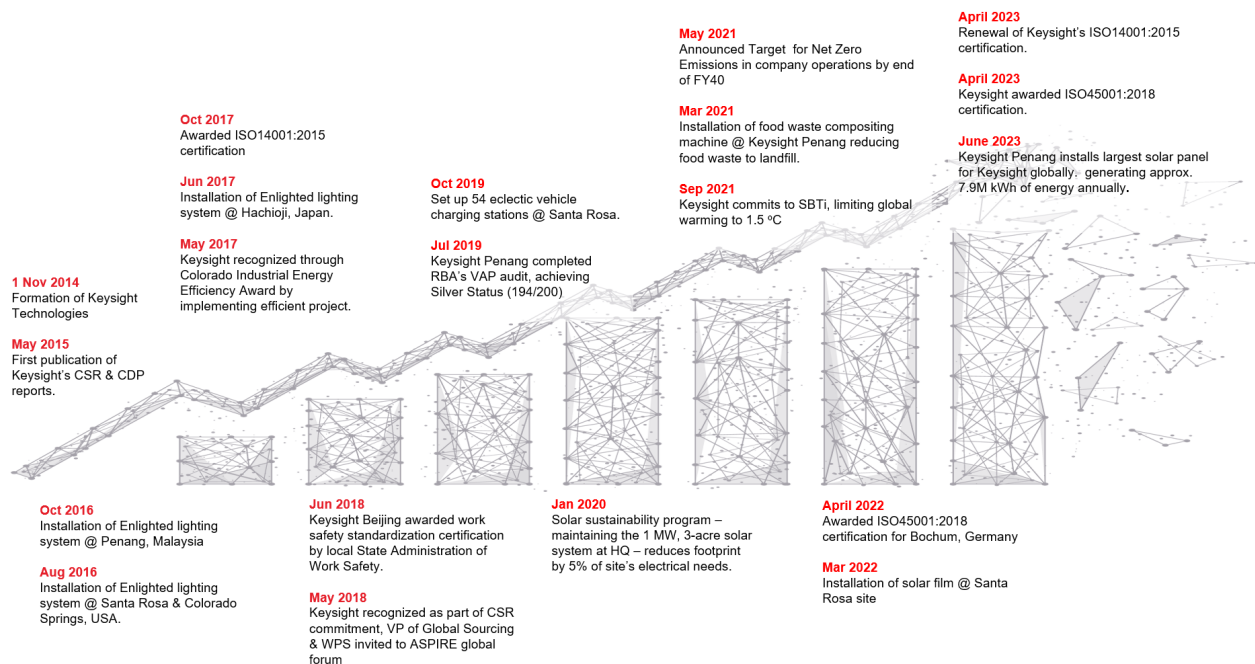
- o   Keysight has established operational controls and programs for workplace ergonomics, including the purchase of furniture and seating for our employees. The objective of the program is to reduce exposure to ergonomic risk factors by applying engineering controls and tool designs, safe work practice and behaviors, and ultimately verifying the effectiveness of the solutions.
- o   The management of chemicals at Keysight covers new chemical review, handling procedures, storage, labeling, emergency, the use of personal protective equipment, transporting, disposal and containment systems. The intent is to minimize the hazard conditions associated with handling chemicals on site.

- Training & Awareness
  - o   As part of Keysight's Leadership Model Employee Growth component, Learning at Keysight aligns directly with Keysight's business strategy. Learning drives professional growth and continuous improvement, helps create a strong leadership pipeline, and promotes company-wide development with a focus on customer insight. Processes are also in place to identify specific training needs for workers based on job function, site risks, and local regulatory requirements. Each location has training materials available for workers to access and complete their identified training needs.
  - o   Keysight's EHS Training programs educate workers about workplace hazards that they might encounter and the appropriate control methods to reduce those risk factors to as low as reasonably possible. Keysight strives to hire contractors who demonstrate exemplary effort in the compliance of all applicable laws and regulations that pertain to environmental, health and safety standards. Expectations are set that the contractor will provide appropriate training to their workers while working for Keysight or at Keysight locations.
  - o   Safety in the Workplace includes quarterly communications to promote safety culture along with prescribed actions, evacuation drills, and Crisis Management Team training.
  - o   Keysight requires all workers to complete an initial EHS Orientation and Assessment to identify any risks associated with their job function. Appropriate regulatory required training is then assigned specific to the risks identified.

EHS Training Completion (FY20 – FY22)

- o Keysight requires managers and supervisors to complete Manager and Supervisor Responsibilities for EHS and Security training to identify and prioritize EHS and Security programs for their operations.
- o All Keysight employees receive training and communication on Keysight's Standards of Business Conduct and Human Rights & Labor Policy to promote a safe, ethical, and compliant work environment.

- Customer Site Health & Safety
  - o Keysight recognizes that our employees have the potential to work in hazardous environments at customer locations that could pose a risk to Keysight employees. Guidelines have been set to decrease risks to Keysight employees under such conditions. Other controls include reviewing work practices and engineering controls, provision of personal protective equipment to reduce exposure, hazardous communication training, and health surveillance to mitigate any potential risks to our employees. Processes are in place to identify specific training needs for employees based on employee's job function, site risks and local regulatory requirements.

Keysight's History of Environmental, Health & Safety Milestones

Keysight has always operated with environmental, health and safety in mind and has continued to evolve as a company into a leader in sustainable business practices.

1 Nov 2014
Formation of Keysight Technologies

May 2015
First publication of Keysight's CSR & CDP reports.

Oct 2016
Installation of Enlighted lighting system @ Penang, Malaysia

Aug 2016
Installation of Enlighted lighting system @ Santa Rosa & Colorado Springs, USA.

May 2017
Keysight recognized through Colorado Industrial Energy Efficiency Award by implementing efficient project.

Jun 2017
Installation of Enlighted lighting system @ Hachioji, Japan.

Oct 2017
Awarded ISO14001:2015 certification

Jun 2018
Keysight Beijing awarded work safety standardization certification by local State Administration of Work Safety.

May 2018
Keysight recognized as part of CSR commitment, VP of Global Sourcing & WPS invited to ASPIRE global forum

Jul 2019
Keysight Penang completed RBA's VAP audit, achieving Silver Status (194/200)

Oct 2019
Set up 54 eclectic vehicle charging stations @ Santa Rosa.

Jan 2020
Solar sustainability program – maintaining the 1 MW, 3-acre solar system at HQ – reduces footprint by 5% of site's electrical needs.

Sep 2021
Keysight commits to SBTi, limiting global warming to 1.5 °C

Mar 2021
Installation of food waste compositing machine @ Keysight Penang reducing food waste to landfill.

May 2021
Announced Target for Net Zero Emissions in company operations by end of FY40

April 2022
Awarded ISO45001:2018 certification for Bochum, Germany

Mar 2022
Installation of solar film @ Santa Rosa site

April 2023
Renewal of Keysight's ISO14001:2015 certification.

April 2023
Keysight awarded ISO45001:2018 certification.

June 2023
Keysight Penang installs largest solar panel for Keysight globally, generating approx. 7.9M kWh of energy annually.

EHS & Business Resiliency

The impact of Keysight's EHS programs reaches beyond individual employees or sites, EHS is foundational for Keysight's Crisis Management Team and is central in building an ethical and sustainable relationship with our suppliers. These dynamics demonstrate the importance of robust EHS programs that prioritize the health and safety of our employees and our planet.

Crisis Management and Environmental, Health & Safety

Keysight's corporate mission is to accelerate innovation to connect and secure the world. Coupled with its corporate social responsibility (CSR) framework of ethical, environmentally sustainable, and socially responsible operations, Keysight's corporate value is especially relevant during a crisis incident. As a result, the company has a strong management approach in place to address crisis incidents as they arise.

Keysight's crisis management efforts employ a calculated approach and structure to support employees and their families, minimize risk to operations, continue delivering to customers and business commitments, and support the broader community as appropriate in the event of an emergency or disaster.

See Crisis Management: Keysight Business Continuity and Response to Crisis Events for more information.

Keysight has repeatedly proven our business resiliency in times of crisis, as exemplified by the company's response to recent events.

- Northern California Wildfires: In 2017, 2019 and 2020 wildfires impacted Keysight's Santa Rosa headquarters and its employees. Despite the impact, Keysight deployed business continuity and disaster recovery plans to deliver on customer commitments and care for affected community members and employees.
- COVID-19 Response: The COVID-19 pandemic, even with its unprecedented nature, has been expertly handled by Keysight's Crisis Management Team. Keysight is focused on the health and safety of our employees and families, honoring our business commitments and supporting customers, and helping relief efforts through our solutions and community outreach. See Keysight's Response to COVID-19 for more information.

Supply Chain Role in Keysight EHS Management

Keysight's suppliers and contractors play a vital role in our EHS program. Our environmental and social responsibility values extend to our suppliers through Keysight's Supplier Code of Conduct, which requires the adoption of environmental, health and safety management practices. The following requirements are communicated to suppliers annually and monitored for compliance:

- Environmental Permits
- Pollution Prevention and Resources Reduction
- Hazardous Substances and Restricted Materials
- Occupational Safety
- Emergency Preparedness
- Food, Sanitation and Housing

For more information on our supply chain expectations for environmental, health and safety, visit these supplier resources:

- Environmental and Social Responsibility Expectations for Suppliers
- Supplier Code of Conduct

Keysight Environmental Health and Safety Resources

Policies

- Keysight's Environmental, Health & Safety Policy
- Keysight's Human Rights & Labor Policy
- Keysight's ISO14001:2015 Certificate
- Keysight's ISO45001:2018 Certificate
- Keysight Standards of Business Conduct

EHS Programs

- Keysight Commits to Science Based Targets initiative
- Keysight Commits to Net Zero Emissions by End of 2040
- Ecosystem Management at Keysight
- Keysight World Environmental Day 2023: Solutions to Plastic Pollution
- Earth Day 2023: Invest in our Planet
- Keysight Celebrates World Day for Safety and Health at Work, with Principles that are More Relevant than Ever Before
- Crisis Management: Keysight's Business Continuity
- Keysight's Response to COVID-19
- Keysight's Response to Climate Change
- Keysight Environmental Compliance Framework
- Keysight Supply Chain Transparency: Statement on Eradication of Slavery & Human Trafficking
- Keysight Building a Better Planet for Today & Tomorrow (video)
- Keysight Supports the United Nations Sustainable Development Goals
- Keysight Circular Economy Contributions
- Keysight Business Continuity Program

Suppliers

- Keysight's Environmental & Social Responsibility Expectations for Suppliers
- Keysight Supplier Environmental & Social Responsibility (ESR) Code of Conduct

Products

- Keysight Environmental Compliance Framework
- Keysight's Product Take Back Program
- Keysight Product Material Environmental Specification
- Keysight's General Specification for the Environment (GSE)
- Restricted Substances in Products – Keysight RoHS
- Keysight OEM Waste Electronic and Electrical Equipment (WEEE) Requirements

Reporting

- Keysight's CSR Report
- Keysight is an Affiliate Member of the Responsible Business Alliance
- Keysight CSR – The Environment
- Keysight CSR - Our People
- Keysight CSR - Our Culture
- Keysight CSR - News, Awards, Recognition
- Keysight CSR - Blog Posts
- Keysight CSR – Our Solutions
- Keysight CDP (Climate, supply chain, water) Reporting

Data Assurance / Verification

- FY 2022 Scopes 1, 2, 3 GHG Verification Statement
- FY 2022 Water Independent Limited Assurance Statement
- FY 2021 Scope 3 GHG Verification Statement
- FY 2019-2021 Scopes 1 and 2 GHG Verification Statement

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