

## Keysight Technologies, Inc. Human Rights and Labor Standards Policy

### Purpose

Keysight Technologies, Inc. (Keysight) is committed to promoting human rights and ethical labor practices throughout business operations and company culture. Keysight's Human Rights and Labor Standards Policy applies to all employees, contingent workers, affiliates, manufacturers of our products and service providers, and our supply chain. We are committed to regularly assessing human rights risks and actual or potential adverse impacts, reviewing our policies and management processes, and seeking input from various stakeholders across our value chain. In addition to complying with all laws in countries of operation, Keysight acknowledges and respects the fundamental human rights and labor principles outlined in the following guidelines:

- [Universal Declaration of Human Rights](#)
- [United Nations Guiding Principles on Business and Human Rights](#)
- [The Ten Principles of the UN Global Compact](#)
- [International Labour Organization Conventions](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [US Uyghur Forced Labor Prevention Act \(H.R. 6256\)](#)
- [Responsible Business Alliance \(RBA\) Code of Conduct](#)

### Our Principles

Keysight is an Affiliate Member of the [Responsible Business Alliance \(RBA\)](#) - the world's largest industry coalition dedicated to supporting the rights of workers involved in the global electronics supply chain. Keysight's human rights principles are based on the labor standards in the [RBA Code of Conduct](#).

**Freely Chosen Employment:** Keysight believes all human beings should be afforded basic rights and freedoms, including the right to freely choose employment. Keysight supports the elimination of all forms of forced, bonded, and voluntary or involuntary prison labor. Keysight does not use forced, bonded (including debt bondage) or indentured labor, voluntary or involuntary or exploitative prison labor, slave labor or labor obtained through the trafficking of persons including transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There are no unreasonable restrictions on workers' freedom of movement in the facility, nor are there unreasonable restrictions on entering or exiting company provided facilities. All work is voluntary, and workers are free to leave work at any time or terminate their employment. Keysight does not hold or otherwise destroy, conceal, confiscate, or deny access by employees to their identity or immigration documents, such as government-issued identification, passports, or work permits, unless such holdings are required by law. At Keysight employees are not required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid, Keysight reimburses the employee.

Refer to [Keysight's Statement on Eradication of Slavery and Human Trafficking](#) for our commitment and efforts to combat any form of forced and bonded labor in our business and supply chain.

**Child Labor and Young Worker:** Keysight condemns all forms of exploitation of children. Keysight does not and will not recruit child labor and supports the elimination of exploitive child labor. The term "child" refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

**Wages and Benefits:** Keysight compensates employees with wages and benefits that meet or exceed the legally required local minimum, including overtime hours and legally mandated benefits. Deductions from wages as a disciplinary measure is not permitted.

**Working Hours:** Keysight will not require employees to work more than the maximum hours of daily labor set by local laws.

**No Discrimination:** Keysight supports and upholds the elimination of discriminatory practices with respect to employment and promotes and embraces diversity in all aspects of its business operations. Our policies prohibit discrimination and harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, pregnancy, veteran status, national origin, political affiliation, union membership, protected genetic information, marital status, or any protected class.

**Commitment to Vulnerable Groups:** Keysight acknowledges that while human rights are universal, they are not yet guaranteed and protected for all. Various forms of discrimination require special attention to vulnerable groups. Vulnerable groups include persons who are disproportionately susceptible to adverse impacts, or those who have less access to remedy adverse impacts. Keysight is committed to conducting business without discrimination and protecting the rights of indigenous peoples; persons belonging to national or ethnic, religious and linguistic minorities; women; children; persons with disabilities; and migrant workers and their families.

**No Harsh or Inhumane Treatment:** Keysight prohibits harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment. Keysight provides a safe and healthy working environment for all employees.

**Freedom of Association:** Keysight respects the rights of employees to organize in labor unions, to bargain collectively and to engage in peaceful assembly in accordance with local laws and established practice, if desired. Keysight is committed to treating our employees with dignity and respect and creating an environment of open communication.

**Environmental, Health & Safety:** Keysight is committed to conducting business in an ethical, legally compliant, environmentally sustainable, and socially responsible manner. Keysight values a healthy and safe work environment for all employees. Keysight cares for our people, the planet, and communities where we operate. Our [Environmental, Health, and Safety Policy](#) provides clear, consistent, and regulatory-compliant policies and standards for managing environmental, health, and safety.

**Water Resources:** Keysight acknowledges the right to water as a human right. While the company is not a significant user of water, we recognize 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 communities where we operate. Keysight provides fully functioning Water, Sanitation and Hygiene (WASH) services for all employees at all sites, such as providing access to clean and sanitary restrooms and drinking water, with several sites also having showers.

**Data Privacy:** One of Keysight's most valuable assets is the goodwill it maintains with employees, customers and third parties with whom we do business, and thus are committed to the responsible collection, storage, use, transfer, and disposal of their personal data. We follow applicable privacy and data protection laws wherever we do business and respect an individual's privacy when it comes to personal data. Our Global Data Privacy Policy applies to all Keysight legal entities worldwide owned directly or indirectly by the company. Our [Customer Privacy Statement](#) and [Supplier Privacy Statement](#) is posted on Keysight's website for transparency on how the Company handles personal data.

**International Trade Compliance:** Keysight is strongly committed to compliance with all applicable sanctions and export controls, and maintains a robust trade compliance program, which we adapt regularly to reflect the changing international landscape. We screen and conduct appropriate due diligence on our customers to ensure that we do not engage in any dealings with prohibited parties. We conduct periodic mandatory trade compliance training for appropriate employees. Please see Section 7.2 of Keysight's [Standards of Business Conduct](#).

**Ethical Business Conduct:** Keysight's [Standards of Business Conduct](#) (SBC) requires that business be conducted with honesty and integrity, and high ethical standards. The SBC establishes clear ethical guidelines for how we do business and establish accountability at all levels of the organization. All employees must comply with the SBC.

**Responsible Use:** Keysight accelerates innovation by addressing customers' most complex design and test challenges through software-centric solutions, electronic instruments, and services. Our customers span the worldwide communications and industrial ecosystems, including the automotive, energy, aerospace and defense, semiconductor, and general electronics markets. As such Keysight products are multi- and general-purpose solutions that can be utilized in the design and development of myriad applications and systems.

Keysight does not support or condone the misuse of our products in ways that cause or contribute to adverse human rights impacts. While the company cannot always be aware of or control how customers utilize Keysight products, we have in place a process to assess the human rights risks associated with new customer engagements. Potential customer engagements that are flagged as a result of this assessment are reviewed by a Keysight review panel to evaluate the associated human rights risks and determine next steps. In addition, as described below, Keysight has a human rights due diligence process for its own operations and supply chain, a Compliance Hotline, and an Open-Door Policy in place, which provide channels through which employees and third parties can report potential misuse of our products and solutions across our value chain, including potential misuse by customers. Once reported, these concerns are investigated and, where appropriate, corrective actions are taken.

**Supplier Code of Conduct:** Keysight's SBC prohibits doing business with suppliers that we believe violate local or other applicable laws or basic international principles relating to anti-corruption, anti-bribery, labor standards or environmental protection in their business practices. We expect our suppliers to adhere to environmental and social responsibility principles that are no less comprehensive than those adopted by Keysight. To clarify our expectations, Keysight developed the [Keysight Supplier Code of Conduct](#). Keysight's suppliers are required to comply with the [Keysight Supplier Code of Conduct](#), which is aligned with the principles set forth in this document.

**Human Rights Due Diligence:** Keysight is committed to protecting human rights and strives towards continuous improvement in assessing actual or potential human rights adverse impacts in its own operations and supply chain. We conduct periodic assessments through our internal Keysight Labor Management System (KLMS). KLMS is based on the labor standards in the [Responsible Business Alliance Code of Conduct](#) and establishes interrelated processes through a Plan>Do>Check>Act (PDCA) approach to maintain compliance with standards and laws, evaluate associated risks, monitor corrective actions and track the efficacy of corrective actions. Executive sponsors, advisors, supervisors, function leaders, subject matter experts, and a KLMS program manager oversee KLMS governance and accountability.

## Responsibility and the Open-Door Policy

Keysight has an Open-Door Policy pursuant to which employees may contact any manager in or outside of their management chain to discuss ideas or issues of concern. Keysight also has a Compliance Hotline which is operated by a third-party vendor. The Compliance Hotline provides a formal avenue for employees and members of the public to report serious compliance concerns regardless of their geography.

Keysight will investigate reports of compliance violations. Employees who make a good faith report of concerns regarding compliance violations will be protected from retaliation for making such a report. Reports can be made through:

- Any member of the employee's management chain, a manager outside of the management chain, local HR, Legal or Internal Audit teams.
- Keysight's Compliance Hotline. Employees and members of the public may report/submit an anonymous, confidential concern by contacting [keysight.alertline.com](https://keysight.alertline.com)
- Submitting a report anonymously and confidentially via mail to: Keysight Technologies, Inc., Legal Department SBC, Mailstop 1USM, 1400 Fountaingrove Parkway, Santa Rosa, CA 95403-1738, USA.

## DEDICATED KEYSIGHT ACTIONS TO SUPPORT POLICY:

Human rights and ethical labor practices is central to Keysight's mission and is demonstrated in other policies throughout the company, including the following:

- [Standards of Business Conduct](#)
- [Environmental, Health, & Safety Policy](#)
- [Water Use and Stewardship](#)
- [Statement on Eradication of Slavery & Human Trafficking](#)
- [Diversity and Inclusion](#)
- [Supplier Expectations](#)
- [Supplier Code of Conduct](#)
- [References for the Conventions of the International Labour Organization](#)

- [Global Anti-Corruption Policy](#)
- [Purchase Order Terms and Conditions](#)
- [Corporate Social Responsibility Report](#)
- [United Nations Sustainable Development Goals](#)

This policy is approved by Keysight's executive management and applies to Keysight operations worldwide.  
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