

## Keysight Technologies Environmental, Health, and Safety Policy

Keysight Technologies conducts business in an ethical, legally compliant, environmentally sustainable, and socially responsible manner. We are committed to the health and safety of all employees, contingent workers, and affiliates. We prioritize the environment and aim to preserve natural resources. At Keysight, we care for our people, the planet, and communities where we operate.

The Keysight leadership team leads and promotes a strong environmental, health, and safety culture. This policy, which is integrated into our business process and entails the participation of all workers, supports the following environmental, health, and safety (EHS) principles:

### Our EHS Principles\*

**Regulatory Compliance:** We meet or exceed all local laws and requirements related to environmental, health, and safety regulations. Our compliance is overseen by a strong governance structure and supported through our EHS Management System processes.

**Value Chain Alignment:** We build ethical and sustainable relationships with our suppliers, contractors, and customers. Our values extend across our supply chain through Keysight's [Supplier Code of Conduct](#), which establishes Keysight's expectations for our suppliers. These include ethical business practices, social responsibility, environmental sustainability, and product quality.

**Sustainable Operations:** We emphasize natural resource conservation, greenhouse gas emission reduction, waste and water minimization, and pollution prevention. We strive to lessen our impact on the environment, contribute to the circular economy, and work towards a low-carbon economy.

**Employee Wellness:** We provide resources to promote a productive and healthy lifestyle and employee work-life balance. We provide employees with training, opportunities to promote 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 are promulgated.

**Disaster Preparedness & Recovery:** We implement robust emergency and disaster recovery programs to ensure that our employees and operations are prepared for emergencies. We coordinate training and exercises for planned responses. When disasters threaten or impact our operations, we put people first.

**Transparent Reporting:** We are committed to continuous improvement in our environmental, health, and safety programs. We set targets and publicly report on our metrics, at least annually.

\*Additional information on [EHS programs](#) can be found on our Keysight CSR page.

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

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