

# Keysight's Supply Chain Management

## Responsible Sourcing

### Keysight's Commitment

Keysight's Supply Chain Management system is designed to maintain a strong partnership with our suppliers, including a shared commitment to leadership in sustainable practices, technology, and business operations to ensure our customers receive high-quality and responsibly manufactured products. Our supply chain management strategy regarding Environmental, Social and Governance (ESG) requirements are established under Keysight's Responsible Sourcing program. We support the vision of our **Corporate Social Responsibility (CSR) program**, which is one of Keysight's primary enabling values as indicated by the **Keysight Leadership Model** - the framework for how we run the company.

### Keysight's Approach for Responsible Sourcing

Our Responsible Sourcing program is driven by our belief in doing business the right way, and thus we require our suppliers to adhere to environmental and social responsibility principles similar to those valued in our company. We define these expectations to our suppliers as we initiate the engagement process and monitor supplier compliance.

### Defining supplier expectations

The **Supplier Code of Conduct** establishes Keysight's expectations for its suppliers, including ethical business practices, social responsibility, environmental sustainability, and product quality. All business shall be conducted in a manner compatible with this Supplier Code of Conduct and in accordance with applicable laws wherever the supplier may be located. In addition, we embrace the **Responsible Business Alliances (RBA) Code of Conduct** as part of our CSR program, supporting the vision and goals of the RBA Code, and are committed to making progress toward RBA Code of Conduct compliance <sup>1</sup>. We strongly encourage our suppliers to abide by the Supplier Code of Conduct and cascade the ethical business practices, social responsibility and environmental sustainability principles set out in our Supplier Code of Conduct.

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1. *Keysight is an Affiliate Member of the RBA, and is committed to making progress toward RBA Code of Conduct compliance and encourage our first-tier suppliers to do the same.*

# Supplier engagement

Keysight's supplier engagement process is based on four key principles, which helps drive alignment between the company and our supply chain in support of leadership in sustainable practices, technology, and business operations.

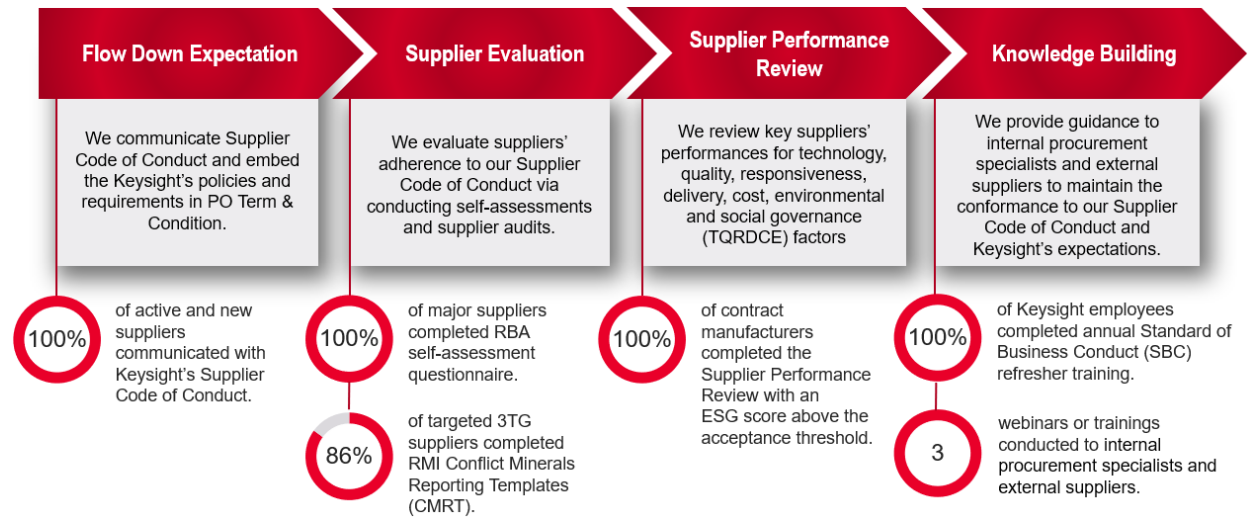


Figure 1. Supplier engagement process with end fiscal year 2022 status.

## Flow down expectations

We communicate our Supplier Code of Conduct to all suppliers annually to ensure our suppliers are continuously updated with the latest Keysight requirements. This communication process is also conducted to our new suppliers during the supplier onboarding process. In addition, we also outline the Supplier Code of Conduct and all the related regulatory requirements in our [Purchase Order Terms & Conditions](#).

## Supplier evaluation

We regularly conduct assessments of key suppliers to assess their adherence to our Supplier Code of Conduct. The assessment includes RBA Self-Assessment Questionnaire (SAQ) and Sustainability Self-Assessment which conducted by third party. An audit will be conducted for a supplier with a high-risk score. Any non-conformity observed during the audit, corrective action plans will be implemented.

## Supplier performance review

We review key supplier performance annually based on technology, quality, responsiveness, delivery, cost, and environmental and social governance (TQRDCE) factors. Assessments are done by various Keysight related function teams. The outstanding performance of a supplier in the areas of TQRDCE offers the rewards of repeat business, the increased sales and profitable growth. For any areas that received a score

below the Keysight's acceptance threshold, performance improvement plans (PIP) are developed with the supplier, and then monitored throughout implementation.

## Knowledge building

We provide guidance to internal procurement specialists and external suppliers to maintain the conformance to our Supplier Code of Conduct and Keysight's expectations. This includes assigning self-paced training and conducting webinar for topics that relevant to the ethics, human rights, social and environmental. In addition, we also provide individual supplier coaching to address their concerns regarding our Supplier Code of Conduct.

## Principles of Responsible Sourcing Program

Our Responsible Sourcing program is managed across a key set of principles including:



**Figure 2.** Principles of Keysight's Responsible Sourcing program

See below for additional details and context regarding each of these principles.

# Environmental Health and Safety

Keysight values a healthy and safe work environment and is committed to protecting the environment where we operate. This core value is extended to our supply chain through our [Supplier Code of Conduct](#). Suppliers are required to comply with all applicable environmental, health and safety laws, rules, and regulations.

End fiscal year 2022 results		
100% of strategic suppliers certified to ISO 14001 or have an EMS in place	98% of strategic suppliers comply with Keysight GSE	100% product compliance to EU RoHS Directive 2015/863

## Environmental, health and safety management system

Keysight utilizes both an Environmental Management System (EMS) and Health and Safety Management System (HSMS) in managing environmental and occupational safety issues. The objective of having the management system in place is to develop a safe and healthy working environment, as well as to ensure regulatory compliance and protect the environment. We expect our suppliers to adhere to environmental and Health and Safety principles that are similar to those valued in Keysight. We conduct assessments to evaluate suppliers' EMS and HSMS implementation.

## Hazardous substance and chemical management

Keysight established the [General Specification for the Environment \(GSE\)](#) to help minimize the impact of business operations on the environment while complying with regulatory requirements. This specification outlines the general requirements for purchased parts, components, materials, and products that are supplied to Keysight, and follows the IEC 62474 standard. This specification includes the environmental requirements of product content and Ozone Depletion Substances (ODS) use restrictions, battery content restrictions, phytosanitary measures for solid wood packaging materials, product labeling and marking requirements, product end of life labeling requirements and chemical registration requirements. Additionally, to monitor restrictions on the use of ODS, we require contract manufacturers to provide declarations of conformity.

We also closely monitor all regulated substances that are published by authorities and conduct a supplier survey to verify compliance where necessary. For example, in fiscal year 2022, the France's Ministry for Ecological Transition (Ministère de la Transition écologique) issued a corresponding Order to specify the requirement on the regulation of Mineral Oils. This ban applies to mineral oils containing substances that interfere with the recycling of waste or limit the use of recycled materials because of the risks they pose to human health. To ensure we comply to the regulatory, we conducted an assessment to our suppliers and work with the potential impacted suppliers to remove the restricted mineral oil from the parts that provided to Keysight.

In addition, Keysight's Environmental, Health and Safety (EHS) Management System includes a process to review and evaluate new chemical substances for applicable regulatory requirements (including import/export), potential EHS risks, local permit thresholds, and Keysight material restrictions or bans. This EHS review process is completed for any new chemicals prior to the purchase. Each chemical substance contained in goods supplied to Keysight must comply with the Global Harmonized System (GHS) of Classification and Classification Labeling and Packaging (CLP). We expect our suppliers to provide the Safety Data Sheets or other product content information prior to or with the shipment of goods. Upon request, suppliers are required to provide the product material chemical composition data to Keysight in order to verify the compliance against applicable product chemical content restrictions. Keysight also evaluates chemical suppliers' performance against technology, quality, responsiveness, delivery, cost, and environmental and social responsibility factors to ensure our requirements are consistently being met.

Find out more at [Keysight Product Materials Environmental Specification Letter](#).

## EU RoHS Directive

The Keysight product portfolio meets the 10 substances of the European Union (EU) Restriction of Hazardous Substances (RoHS) Directive 2011/65/EU, including the delegated directive EU 2015/863 that added four phthalates. Keysight is committed to meeting customer demands for high reliability and we expect that our contract manufacturers (CMs) and direct material suppliers provide compliant and reliable materials. Further details are available in the [Keysight Statement on RoHS Directive](#).

Our RoHS program monitors Keysight's product compliance. We perform data validation and assessments to ensure direct materials suppliers comply with the restrictions on the use of certain hazardous substances in electrical and electronic equipment per the EU RoHS Directive. Suppliers are required to provide the data whether the supplied items conform to the RoHS restrictions. Any changes related to RoHS should be considered major changes. As such, we expect suppliers to submit the component changes, including those related to RoHS compliance as early as possible to [PCN@keysight.com](mailto:PCN@keysight.com) for Keysight approval.

Find out more at [Keysight RoHS webpage](#).

## Sustainability program

Keysight prioritizes natural resource conservation, emission reduction, waste and water minimization and pollution prevention. 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, Keysight announced a target to achieve net zero emissions in our operations by end of fiscal year 2040. Keysight set our near-term scope 1 and 2 emissions reduction target in 2022, which is aligned with the SBTi requirements. We commit to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. The company will publish our Scope 3 value chain engagement target when it is validated by the SBTi.

In aligning to this commitment, we evaluate our suppliers' position related to the [Science Based Targets initiative](#) and partner with our suppliers to better achieve these goals. We engaged a third-party consultant to perform an in-depth sustainability assessment to our suppliers against industrial CSR practices, as well

collect GHG emissions data and other climate related information at least annually from suppliers. Additionally, we also required our suppliers to provide the status of their environmental sustainability program across areas such as, energy consumption reduction, water management, carbon neutrality and recycling efforts.

Find out more at [Keysight Commits to Science Based Targets Initiative](#) and [Keysight's Response to Climate Change](#).

## Human Rights and Labor

At Keysight, we acknowledge and respect the fundamental principles contained in the Universal Declaration of Human Rights, the tenets of the United Nations (UN)<sup>2</sup> Guiding Principles on Business and Human Rights, core International Labor Organization Conventions, and the laws of countries in which we operate. Keysight is committed to fair employment practices, and complies with all national, state, and local laws, including those pertaining to labor compliance, nondiscrimination, and equal opportunity. We maintain written policies to uphold these specific principles, including our [Standard Business of Conduct, Human Rights and Labor Policy](#) and [Supplier Code of Conduct](#). We require our suppliers to conduct business with these core principles.

End fiscal year 2022 results	
100% of strategic suppliers have a human rights policy in place	98% of strategic suppliers include forced bonded labor and child labor in their human rights policy

## Freely chosen employment, forced bonded labor issue

Keysight is committed to compliance with the California Transparency in Supply Chains Act of 2010 (effective January 1, 2012, the “California Act”) and the Modern Slavery Act 2015 (effective October 29, 2015, the “UK Act”). We maintain the [Statement on Eradication of Slavery & Human Trafficking](#) to reflect Keysight’s efforts to combat forced and bonded labor in its business and supply chain. All 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 or human trafficking. We expect suppliers to abide by the bans on forced or compulsory labor set forth in International Labor Organization guidelines, including Article 2 of the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105. Per our policy, all work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per the worker’s contract. These requirements were imposed in the service provider agreement.

2. Keysight is a member company of the [UN Global Compact](#).

Keysight closely monitors our compliance towards regulations related to human rights issues. In July 2020, the U.S. Department of State, the U.S. Department of Treasury, the U.S. Department of Commerce, and the U.S. Department of Homeland Security (DHS) jointly issued a Business Advisory to notify U.S. companies of potential human rights issues, involving Uyghurs and other Muslim minority groups, within the Xinjiang Uyghur Autonomous Region (XUAR) region of China. In compliance with this rule, Keysight had conducted a Xinjiang Supply Chain Screening to ensure we do not source directly from the **Uyghur Forced Labor Prevention Act (UFLPA) list**, which maintained by the U.S. Department of Homeland Security (DHS). Based on the screening outcome, none of the prohibited entities was found within our supply chain. Additionally, we also set up a semi-annually screening process to check our supplier database against the UFLPA list to ensure the continued compliance.

## Other human rights principles

In alignment with Keysight's principles, suppliers shall respect human rights throughout their operations – including but not limited to the operations of their own suppliers and any permitted sub-contractors – in accordance with our Supplier Code of Conduct requirements. The Supplier Code of Conduct also includes other Human Rights and Labor principles as listed in Table 1.

Other human rights principles	Description
Child labor and young workers	<ul style="list-style-type: none"> <li>Suppliers shall not employ workers under the minimum legal working age of the country.</li> <li>Young worker (older than the applicable legal minimum age but are younger than 18 years of age) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.</li> </ul>
Wages and benefit	<ul style="list-style-type: none"> <li>Suppliers shall pay the compensation to workers and comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits.</li> </ul>
Humane treatment	<ul style="list-style-type: none"> <li>Suppliers shall commit to a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, and no threat of any such treatment.</li> </ul>
Non-discrimination	<ul style="list-style-type: none"> <li>Suppliers shall commit to a workplace free from harassment and unlawful discrimination of their race, color, religion, sex, sexual orientation, gender identity or national origin, or any other status protected by applicable national or local law.</li> </ul>
Freedom of association	<ul style="list-style-type: none"> <li>Suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities.</li> </ul>
Working hours	<ul style="list-style-type: none"> <li>Supplier shall not require employees to work more than the maximum hours of daily labor set by local law except in emergency or unusual situations.</li> </ul>

**Table 1.** List of other human rights principles.

# Supplier Diversity

We believe everyone should be respected in the workplace and in their communities. We expect all employees and those with whom we do business to be treated with dignity and respect. Innovation thrives in inclusive environments that seek unique points of view. This belief extends to our supply chain and procurement programs.

Keysight's Supplier Diversity and Small Business Programs are umbrella programs under Keysight's Corporate Social Responsibility, fostering a culture of responsible and inclusive sourcing. We have a deep commitment to help advance diversity, equity, and inclusion within our business ecosystem.

## Small Business Program

The Keysight Small Business program was established in compliance with U.S. Federal and Defense Federal Acquisition Regulations.

It is the policy of Keysight Technologies to assure that Small Businesses (SBs) and Small Diverse Businesses (SDBs) are provided an equal opportunity to participate as suppliers for materials and services purchased by Keysight and as resellers of Keysight's products wherever commercially reasonable.

This policy is implemented throughout Keysight's U.S. Business and is proactively supported by the Executive Management team and staff.

Keysight reports annually on 6 Small Business Classifications:

- Small Businesses
- Small Disadvantaged Businesses
- Women-owned Small Businesses
- HUBZone Small Businesses
- Veteran-owned Small Businesses
- Service-Disabled Veteran Owned Businesses

Small Businesses that are interested in doing business with Keysight are encouraged to reach out to our Small Business Liaison Officer (SBLO) with their company details, by sending an email to [small-business-liaison@keysight.com](mailto:small-business-liaison@keysight.com).



# Supplier Diversity Program

Keysight understands and values the importance of meeting customer and societal expectations, beyond regulatory requirements.

- Supplier onboarding process
  - Keysight maintains a database containing a list of diverse suppliers by diversity category as a reference for procurement specialists during the supplier selection stage. To ensure the database reflects the supplier's latest diverse status, we proactively request that our suppliers complete annual self-certifications.
- Supplier diversity webpage
  - We promote our interest in partnering with diverse-owned businesses from underserved communities through the [Supplier Diversity Webpage](#). Diverse-owned businesses are defined as being at least fifty-one percent (51%) owned by a member, who is a U.S. citizen, of a historically disadvantaged group. These diverse-owned businesses include, but are not limited to:
    - Minority-owned businesses
    - Businesses in Historically Underutilized Business (HUB) zones
    - Small businesses
    - Small disadvantaged businesses
    - Veteran-owned businesses
    - Service-disabled Veteran-owned businesses
    - Woman-owned businesses
    - LGBTQ+ owned businesses
  - Diverse-owned businesses that are interested in doing business with Keysight are encouraged to reach out to [supplier\\_diversity@keysight.com](mailto:supplier_diversity@keysight.com).

## Ethical Principles

Keysight conducts business with uncompromising integrity. Our reputation for honesty, fair dealings and ethical behavior is a defining hallmark of our corporate culture. We established our [Standards of Business Conduct](#) as a guide to our ethical and legal obligations and it governs our dealings with customers, competitors, suppliers, third-party partners, as well as with our employees. In accordance, Keysight expects suppliers to conduct their business with uncompromising integrity and according to high standards of business ethics.

End fiscal year 2022 results	
100% of strategic suppliers have an ethical policy in place	86% of targeted 3TG (Tin, Tantalum, Tungsten and Gold) suppliers completed RMI Conflict Minerals Reporting Template (CMRT)

## Responsible sourcing of minerals

As set forth in our [Statement on Conflict Minerals](#), Keysight is committed to complying with the Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”) and requires that all suppliers adhere to these requirements as outlined in our Supplier Code of Conduct. We expect suppliers to supply materials that are “DRC Conflict Free” and do not contain minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or an adjoining country.

Keysight is a participant of the Responsible Mineral Initiative (RMI), and our sourcing of minerals is in accordance with the Organisation for Economic Co-operation and Development (OECD) Guidance. We utilize the RMI tools and resources that support mineral sourcing, including the Responsible Minerals Assurance Process (RMAP) validation audit of smelters and refiners and the Conflict Mineral Reporting Template (CMRT). We engage a third-party consultant to collect CMRT responses from our suppliers and work closely with our suppliers to meet responsible sourcing goals. We publish the SEC annual disclosure reports and a due diligence plan concerning conflict minerals, which is accessible through our company website.

Our conflict minerals due diligence process includes the five steps as defined by the OECD Guidance:

1. Establishing strong company management systems
2. Identifying and assessing risks in our supply chain
3. Designing and implementing a strategy to respond to identified risks
4. Utilizing independent third-party audits
5. Publicly reporting on our supply chain due diligence

In addition, we also participate in the Cobalt Initiative and work closely with our suppliers to meet responsible sourcing goals. The Extended Minerals Reporting Template (EMRT) is used to collect the cobalt sourcing information within our supply chain. Refer to [Keysight Statement on Responsible Cobalt Sourcing](#) for more details.

Find out more at [Keysight Conflict Minerals Report](#).

## Business integrity – anti-bribery and anti-corruption

Keysight does not tolerate any forms of bribery, corruption, extortion, and embezzlement. We prohibit promising, offering, giving to, or receiving from any individual anything of value or personal benefit with the expectation of receiving a favor, a grant of business, or any other business advantage in return. The [Standards of Business Conduct](#) serve as a guide to our ethical and legal obligations to conduct business, we require our employees and suppliers in all geographies to conduct their affairs according to these tenets. In addition, suppliers shall comply with all applicable anti-corruption laws, rules, and regulations, including the [U.S Foreign Corrupt Practices Act \(FCPA\)](#), the [U.K Bribery Act](#), and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions. All

these requirements are outlined in the supplier contract, our Supplier Code of Conduct and Purchase Order Terms and Conditions.

## Other ethics principles

Keysight expects suppliers to uphold additional high standard of business ethics principles in accordance with our Supplier Code of Conduct requirements, including those listed in Table 2.

Other ethics principles	Description
Antitrust	<ul style="list-style-type: none"> <li>Suppliers shall understand and comply with the Antitrust/ Competition laws wherever you do business and avoid conduct that might suggest a violation.</li> </ul>
Business information	<ul style="list-style-type: none"> <li>Suppliers shall truthfully and accurately record and report all business information and comply with applicable laws regarding their completion and accuracy.</li> </ul>
Intellectual property	<ul style="list-style-type: none"> <li>Suppliers shall comply with copyright laws governing Keysight software, books, images, videos, and other forms of expression in hard copy or electronic form.</li> </ul>
Conflict of interest	<ul style="list-style-type: none"> <li>Suppliers shall avoid the types of situations that can give rise to conflicts of interest, recognizing that they can cloud judgment and impair ability to make business decisions objectively.</li> </ul>

**Table 2.** List of other ethics principles.

## Product Quality

Keysight earns customer loyalty by providing products and services with the highest quality and greatest value. As a result, suppliers shall maintain an effective quality management system that includes continual improvement in accordance with [Keysight Supplier Quality System Requirements](#).

End fiscal year 2022 results		
100% of strategic suppliers' certified to ISO 9001 or have a Quality Management System in place	100% of strategic suppliers have an ESD control program in place	100% of strategic suppliers adhere to Keysight Counterfeit Electronic Component Prevention Policy

## Electrostatic Discharge (ESD) control

Electrostatic Discharge (ESD) control processes are necessary to avoid unintended damage in ESD sensitive devices. It is crucial to implement ESD control within our internal manufacturing operation to ensure our products are made to a high-quality standard. Keysight adheres to the industry standard ANSI/ESD S20.20 for ESD controls. Compliance to these procedures is required in all areas where ESD sensitive electronic devices (e.g., parts, assemblies or products) are manufactured, assembled, tested, serviced, installed, handled or packaged. Similar compliance requirements are applicable to our suppliers who supply ESD sensitive electronic devices. Suppliers are required maintain an ESD control program that meets [Keysight Supplier ESD Control Requirement](#), wherever parts are ESD sensitive. We include an ESD audit as part of the contractor manufacturer and supplier audit scope to verify their ESD control processes.

## Counterfeit part prevention

Keysight is committed to preventing the introduction of counterfeit electronic components into our products. Keysight has a companywide Keysight Counterfeit Materials Management Program (CMMP) and [Keysight Counterfeit Electronic Components Prevention Policy](#), which outlines the requirements and processes to actively avoid and mitigate the potential impact of counterfeit components. These counterfeit prevention controls include, implement procurement protocol to source the authentic electronics component, maintain appropriate detection processes to assure electronics component is authentic, deploy training programs for employee's awareness about the risk of counterfeit, and establish disposition and reporting process for all cases of suspected counterfeit components found across Keysight's supply chain, conduct audit to verify out adherence to the policy, and continued creating the counterfeit awareness across the organization. In addition, we also defined the supplier requirements such as, supplier shall obtain a written consent and approval from Keysight prior the procure of electronic components from the non-authorized sources, and prior the use of the electronic components on our products. Suppliers shall adhere to the requirements and ensure their supplied parts, components, materials, and products that are incorporated into Keysight products are authentic, safe, and connected across the supply chain.

Find out more at [Keysight Counterfeit Parts Prevention Program Overview](#).

# Supply Chain Resiliency

A resilient supply chain is defined by its capability to resist the impact of a supply chain disruption, and the ability to quickly recover from disruptions. In this fast-paced world, building a resilient supply chain is essential to ensuring the uninterrupted and timely delivery of products and services to Keysight customers and mitigate impacts to Keysight revenue.

## Supplier resiliency program

The Supplier Resiliency program allows us to understand the potential risk of supply chain disruptions and enables us to take proactive actions to mitigate geopolitical, financial natural disaster, and other business risks in our supply chain. We engage with external experts to conduct the following assessments in the respective areas.

- Supply chain disruption monitoring
  - Keysight engages a third-party consultant for 24×7 monitoring and detection of global events that threaten to disrupt supply chains worldwide. This monitoring includes more than 25 different types of disruption events ranging from catastrophic global crises, such as pandemics and economic downturns, to isolated incidents such as factory fires and port and labor strikes, as well as government regulatory actions. With this monitoring, we are able to identify impacted suppliers and implement the immediate measures to address any potential supply chain disruptions.
- Supplier financial health check
  - Keysight engages a third-party consultant to perform assessments regarding our supplier's financial health check. Financial reviews provide forward-looking visibility into a company's ability to grow when business is good, weather unforeseen disruptions as they arise, and their capacity to invest in infrastructure and resources, both financial and non-financial.

## Supplier risk management

Keysight's Supplier Risk Management program accounts for unexpected threats and identifies the opportunities to mitigate the risk. It defines the required processes to assess our supplier business risk and ensures comprehensive and realistic plans are in place for effective business recovery in the event of a supplier business disruption.

- Business Recovery Capability (BRC) survey
  - Keysight designed the Business Recovery Capability Survey to assess supplier business recovery capabilities specific to Keysight operations. In this survey, we review each supplier's strategies, such as their relocation plan, estimated timeframes to ramp-up manufacturing operations at alternate locations, and crisis notification contacts who are responsible for notifying Keysight in the event of a significant disruption that adversely impacts Keysight-related operations. A supplier will typically receive a "red" scorecard evaluation rating if their BRC does not meet Keysight's expectations. For such suppliers, they are required to initiate a risk mitigation plan, which is unique and dependent upon Keysight's needs and the specific situation.

- Business Continuity Plan (BCP)
  - Keysight has implemented guidelines to build a strong Business Continuity Plan (BCP). The guideline describes the fundamental elements that are required to be included in our suppliers BCP. We train our procurement specialists and the guidelines are shared with our suppliers. Supplier BCPs are reviewed and rated by Keysight procurement specialists to validate whether their plans comply with the Keysight BCP guidelines. Keysight procurement specialists also work closely with suppliers to improve their BCPs and strengthen the recovery plan for supporting any unexpected threats or events.

## Security

Today, fast-paced technology has introduced some unprecedented challenges that can result in new and unintended security and privacy implications. We recognize the opportunities and challenges that these technologies create and have implemented a security management system which addresses risk mitigation and supply chain security controls.



## Customs – Trade Partnership Against Terrorism program

Keysight is committed to participating in and supporting the **Customs – Trade Partnership Against Terrorism (C-TPAT) program**. As a strong advocate of the C-TPAT program, Keysight 's goals are to enhance and maintain effective security processes throughout the global supply chain, and to ensure the timely delivery of all incoming cargo.

Keysight urges each of our US suppliers to join C-TPAT. In addition, US Customs expects non-US suppliers to implement appropriate security measures to secure their goods throughout their international supply chains. Accordingly, Keysight expects each of our suppliers of goods or services to notify their plants, offices, and subsidiaries of the C-TPAT program and of Keysight's participation.

## Cybersecurity

As set forth in the **Keysight Computer Virus Control Policy**, we are committed to assuring that instruments manufactured, refurbished, serviced, calibrated, and demonstrated by Keysight are free of malware and other computer-based threats. In supporting this commitment, we launched a multilayer approach that includes providing employee training to raise awareness on the risks of computer malware and how to prevent viruses, conducting audits to assess our adherence to the policy, and controlling contact with the

internet and detachable media. We expect suppliers to implement similar cybersecurity controls to protect both Keysight and their facilities from cybersecurity threats.

Keysight is focused on assessing supply chain cybersecurity through Keysight's Cyber Supply Chain Risk Management (CSCRM) process to identify potential threats and areas of concern. We required that suppliers complete our cybersecurity questionnaire to provide us a better understanding of their cybersecurity control level and risks to Keysight.

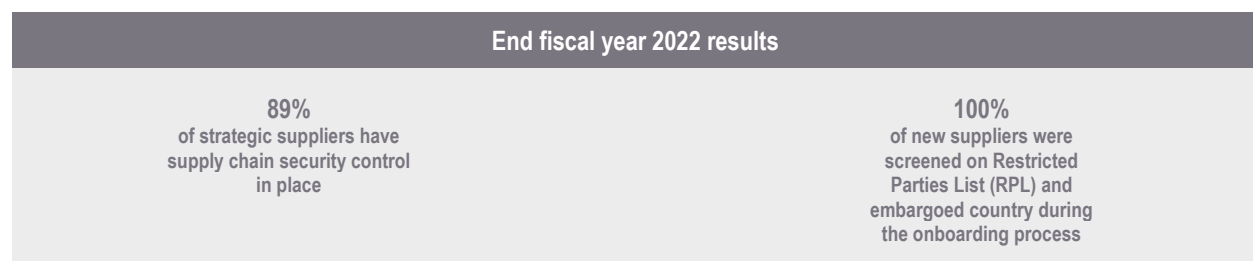
## Privacy

We value the privacy of our employees, customers and third parties with whom we do business and commit to the responsible collection, storage, use, transfer and disposal of their personal data. This commitment is outlined in our [Standards of Business Conduct](#) and [Supplier Privacy Statement](#). Our employees, with access to personal data in their work at Keysight are required to protect the information entrusted to them. Similarly, suppliers with access to personal data belonging to Keysight employees or other third parties, shall comply with the terms of any data privacy agreement or addendum with Keysight. Suppliers shall implement administrative, physical, and technical safeguards to protect any personal data and comply with all applicable privacy and data protection laws, regulations, directives, including, if applicable the [General Data Protection Regulation \(GDPR\) \(Regulation \(EU\) 2016/679\)](#).

Find out more at [Keysight Security](#).

## Trade Compliance and Export Control

At Keysight, we recognize that our ability to conduct business internationally is a privilege, not a right, and that violations of import and export laws can significantly impact our operations. Any business transaction that involves the movement of products, services, information, or technology across international borders, shall comply not only with U.S. trade law, but also with the trade laws and regulations associated with the countries in which we do business. We include this requirement in our [Standards of Business Conduct](#). We expect our suppliers to comply with all the applicable trade laws and export control laws associated with the countries in which they do business.



## Restricted Parties List (RPL)

Restricted parties list (RPL) are lists of organizations, companies, or individuals that various U.S. agencies and other foreign government authorities have identified as parties cannot do business with. It is the responsibility of all Keysight entities to ensure that no transaction (including purchase, sale, lease/rent, service/support), takes place with any person or entity listed in the RPL. As part of our effort to ensure Keysight's supply chain is free from any denied parties identified by authorities, we screen every potential new supplier against the RPL as published at the website of the [International Trade Administration](#). For continued compliance monitoring, we have established a tracking process to watch for the addition of any RPL and conduct screenings against our supply chain accordingly. Any RPL found within the supply chain is placed on immediate hold and restricted from any further transaction.

## Embargoed country

The U.S. Government defines Embargoed Countries based on national security. We do not transact business with countries that are subject to U.S. trade embargoes or economic sanctions. Selling, distributing, or exporting products or services into embargoed or sanctioned countries is prohibited. To avoid any violation, there is a check point to verify potential new suppliers are not located at any embargoed country prior to establishing any business relationship.



# Keysight's Responsible Sourcing Resources

- [Corporate Social Responsibility \(CSR\)](#)
- [Annual CSR Report](#)
- [Corporate Social Responsibility/Responsible Sourcing](#)
- [Keysight's Supplier Code of Conduct](#)
- [Keysight Standards of Business Conduct](#)
- [Keysight Human Rights and Labor Policy](#)
- [Keysight's Commitment to Human Rights and Labor Standards](#)
- [Supply Chain Transparency: Keysight's Statement on Eradication of Slavery & Human Trafficking](#)
- [Keysight's Environmental & Social Responsibility Expectations for Suppliers](#)
- [Keysight General Specification for the Environment \(GSE\)](#)
- [Keysight Conflict Minerals Report](#)
- [Keysight Statement on Conflict Minerals](#)
- [Keysight Statement on Responsible Cobalt Sourcing](#)
- [Keysight's Supplier Diversity](#)
- [Keysight's Diversity, Equity and Inclusion](#)
- [Keysight Counterfeit Parts Prevention Program Overview](#)
- [Keysight Counterfeit Electronic Components Prevention Policy](#)
- [Customs – Trade Partnership Against Terrorism Program](#)
- [Keysight Supplier Privacy Statement](#)
- [Keysight Security](#)
- [Keysight's Borderless Information Security](#)

Keysight enables innovators to push the boundaries of engineering by quickly solving design, emulation, and test challenges to create the best product experiences. Start your innovation journey at [www.keysight.com](http://www.keysight.com).



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