Effective: 1 November 2016, last updated 5 October 2024

Keysight Technologies Environmental, Health, and Safety Policy

Keysight Technologies conducts business in an ethical, legally compliant, environmentally sustainable, and socially responsible manner. Our Environmental Health Safety (EHS) Management System drives our continuous reduction of any adverse impact from our operations to the environment and demonstrates our commitment to the health and safety of our employees, contingent workers, and affiliates. At Keysight, we care for our people, the environment, and communities where we operate.

The Keysight leadership team leads and promotes a strong EHS culture, emphasized by our continuous improvement. This policy, which is integrated into our business processes and entails the participation of all workers, supports the following EHS principles:

Our EHS Principles*

Workplace Safety: Committed to providing 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 and contractors to report incidents and risks and to contribute suggestions for improvement. We share workplace health and safety information based on input and feedback from our workers.

Employee Wellness: Provide resources to promote a productive and healthy lifestyle, and employee work-life balance. We provide employees with training, resources, and opportunities to promote personal and professional development. This includes fostering an inclusive workforce where all employees can thrive and offering benefits to manage psychological stress and support positive mental health.

Sustainable Operations: Committed to achieve net zero emissions in company operations by 2040 to help mitigate the worst impacts of climate change and align with limiting global warming to 1.5°C above pre-industrial levels. 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.

Regulatory Compliance: Committed to meeting or exceeding all local laws and requirements related to EHS regulations. Our compliance is overseen by a strong governance structure and supported through our EHS Management System processes.

Value Chain Alignment: 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. We aim to help customers meet their corporate social responsibility and business goals through partnerships and the use of Keysight solutions.

Disaster Preparedness & Recovery: 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: Commit 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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